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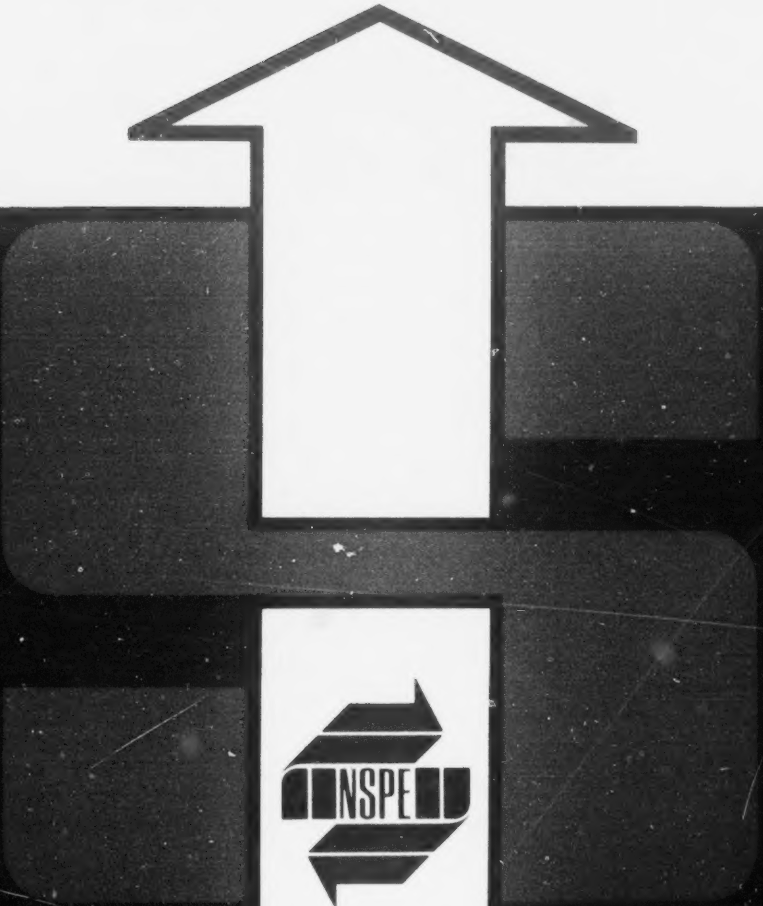
PROFESSIONAL ENGINEER

INCOME AND SALARY SURVEY

1979



NATIONAL
SOCIETY OF
PROFESSIONAL
ENGINEERS

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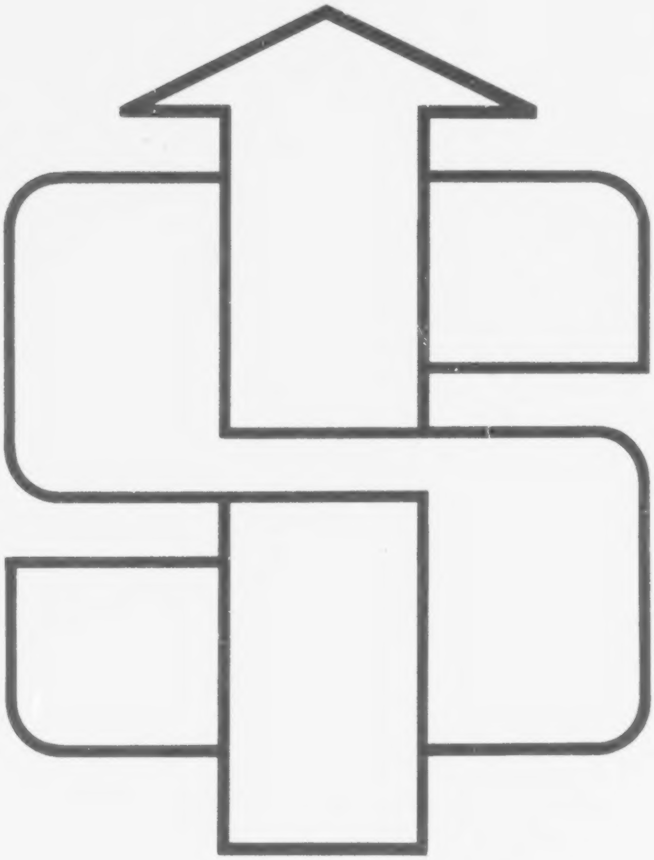

National Society of Professional Engineers
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I. INTRODUCTION

This report represents the findings of the fourteenth national compensation survey conducted by the National Society of Professional Engineers. The thirteen previous surveys have covered the years 1952, 1954, 1956, 1958, 1960, 1962, 1964, 1967, 1969, 1971, 1973, 1975, and 1977. These surveys have proved to be of considerable value to engineering firms, industrial organizations, national engineering organizations, local and state governmental agencies and the departments of the Federal Government, as well as the United States Congress. It is sincerely hoped that this report will be equally useful.

The present survey represents a sharp departure from past practice in this survey series. The definition of "income" was changed to permit the collection of the most up-to-date income figures possible. In previous surveys respondents were asked to estimate total income for the calendar year in question, including salary, commissions, and bonuses or fees. While overtime pay was not specifically requested as an addition to this figure, neither was it excluded, and it is presumed that the majority of respondents would have included overtime pay. In addition, previous questionnaires were worded so that income from secondary, or part-time employment, would have been included.

In this survey, respondents were asked to list their annual base salary from their primary employer as of October 1, 1979, plus additional cash income from that employer, except for overtime pay, for the preceding twelve-month period. Secondary job income was not requested, and is not included in the reported data. Finally, numerous changes were made in demographic variables and new variables were added.

The respondents who provided the information contained in this report were all members of the National Society of Professional Engineers, an organization of individual professional engineers. The National Society of Professional Engineers, containing 54 member state and territorial societies and over 500 local chapters, was organized in 1934 to advance the public interest and the promotion of the professional, social and economic interests of the professional engineer.

The National Society of Professional Engineers acknowledges with grateful thanks the cooperation of the members of the Society in responding to the questionnaire. Dr. Steven Langer, Managing Consultant of Abbott, Langer & Associates, Chicago-based consultants in personnel management and industrial psychology, designed the survey questionnaire, directed the computer analyses of the data, and prepared the final report.

The survey was conducted under the supervision of the NSPE Professional Employment Committee, chaired by Lynn Arnold, P. E.

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Appendix B — Cross tabulations of variables referenced by page number

Cross tabulations referenced by shaded block are available from NSPE Headquarters.

	Highest Degree Earned	Length of Experience	Level of Professional Responsibility	Major Branch of Engineering	Job Function	Industry or Service of Employer	Registration Status	Level of Managerial Responsibility	Size of Organization	Annual Billings for Service	Metropolitan Area
Highest Degree Earned	8	27		28	29		29				
Length of Experience	27	7	30	31	32	33	37	37			
Level of Professional Responsibility		30	9			39		41		42	
Major Branch of Engineering	28	31		12	43	62					
Job Function	29	32		43	13	44		46			47
Industry or Service of Employer		33	39	62	44	14		50			
Registration Status	29	37					15				
Level of Managerial Responsibility		37	41		46	50		16		53	54
Size of Organization									17	58	
Annual Billings for Service			42					53	58	18	59
Metropolitan Area					47			54		59	20

II. HIGHLIGHTS

The median annual income (salary, fees, and cash bonuses and commissions) of survey participants was $31,874 annually. Naturally individual incomes vary widely. For example, the incomes of NSPE members range from $21,000 at the first decile to $56,000 at the ninth decile.

Median income shows a consistent increase with increased engineering experience. The median income increased from $18,450 for respondents with under one year of experience to $39,000 for those with 30 years of experience or more. As might be expected, the median annual income climbed regularly by engineering grade, from $19,200 for Engineers I/II to $52,500 for Engineer IX.

Graduate degrees resulted in higher earnings. Respondents holding doctorates had a median income of $37,404; those with the M. S. in engineering $32,000; and those with the B. S. in engineering $31,000.

When median annual income was analyzed by major branch of engineering, petroleum and mining engineers did significantly better than other branches with a median annual income of $38,000, followed by chemical engineering ($35,000), nuclear ($34,208), and aeronautical & aerospace ($33,834). Agricultural engineering fared least well ($28,163), followed by metallurgical & materials engineering ($30,000), civil ($30,160), and sanitary ($30,500).

Engineers in executive and administrative positions were the highest paid respondents with a median annual income of $38,186, followed by those in sales/marketing ($33,500) and consulting ($33,000). Design engineers and engineers in production, quality control, maintenance, etc. fared least well ($26,750 and $27,300 respectively).

Engineers employed in construction and real estate development had median incomes of $37,400. This group was followed by those employed in the area of petroleum & coal products and chemical, pharmaceutical, & allied products ($36,300 and $35,000 respectively). The lowest median incomes were received by employees of state and local governments ($27,468 and $27,540 respectively), electric utilities ($30,000), manufacturers of rubber and plastic products ($30,240), and manufacturers of transportation equipment ($30,263).

The P. E. who was also a registered land surveyor had a higher median income than those P. E.'s with no other registration ($34,975 versus $33,000). The engineer without any professional registration or certification earned $27,000. The median annual income of the engineer-in-training/engineer intern was $21,000.

Supervisory/managerial responsibility played an important part in determining income. For example, respondents in non-managerial positions had a median income of $25,900 compared with $27,000 for those who supervised as few as three to nine clerical, production, maintenance or construction employees. The income of respondents with supervisory or managerial responsibility over clerical, production, maintenance or construction employees rose from $27,000 to $57,960 with those who directed 500 or more such employees. The median income of those with responsibility over engineers, scientists or technologists ranged from $27,980 for those who supervised from one to three such professionals to $49,440 for those who directed the activities of 50 or more professionals.

Income by size of organization followed a general downward trend. Those respondents who were independent practitioners, having no subordinates, reported a median annual income of $35,000. Those in organizations with under 100 employees had median incomes varying from $32,163 to $34,120. Those in organizations with 100 or more employees had median incomes varying between $31,200 and $32,693 (with one anomaly).

When income was analyzed by annual billings for services in consulting firms, it was found that those in organizations with annual billings under $100,000 had median incomes of $30,000 those in organizations with annual billings of $100,000 to $249,999 had median incomes of $31,850, and those in organizations with larger annual billings had median incomes ranging from $33,800 to $35,000.

Geographically, the highest median incomes were found in Region 1 ($33,000) and Region 6 ($32,456) (see questionnaire reference sheet for definitions of regions). The lowest median incomes were found in Regions 3 and 4 ($30,872 and $30,000 respectively). By metropolitan area, the highest median income was Washington, D. C. and vicinity ($37,000), followed by New York City and Newark/Jersey City and vicinity (both at $36,000). Houston ($35,600) and Nassau/Suffolk Counties, NY ($35,000) were next highest. Among the 29 population centers surveyed, the lowest median income was found in Columbus, OH ($28,840). Baltimore, Indianapolis, Kansas City, and San Antonio all had median incomes between $30,000 and $31,000.

Of the respondents whose employers provide a pension plan, over one-half (55.2%) will receive one-half or more of his/her highest average earnings from the employer's pension plan upon retirement. Almost 60% of employers with pension plans pay the entire pension premium. Over one-half (51.9%) need ten years of service for full vesting.

The median amount of paid vacation received annually by respondents is 15 days. However, the predominant practice is for respondents to receive 10 days of paid vacation annually with under 5 years of service, 10 to 15 days with 5 years of service; 15 days with 10 years of service; 20 days with 15 years of service; 20 to 25 days with 20 years of service; and 25 days or more with 25 years of service.

III. DEFINITIONS

Income, as defined for this report, constitutes the individual's *annual base salary* from his or her *primary* employer as of October 1, 1979, *plus additional cash income* from the individual's primary job (including fees, bonuses, and commissions, but excluding overtime pay and income from secondary or part-time employment), during the preceding 12-month period.

Each table in this report contains, as the first data line, statistics for all respondents who provided data on both income and the demographic variable reported in that table.

In each table, the word "number" refers to the usable number of responses from which the statistics were derived for the data line in which that specific number appears.

The term "mean" as used herein indicates that the annual compensation of all individuals in a group were added together and the total divided by the number of individuals involved. This measure of central tendency can be unduly influenced by a few very high or very low data. While the mean is more convenient for the purpose of certain statistical calculations, greater consideration should be given to the median for comparison purposes, especially when the sample size is small.

The "standard deviation" is a measure of dispersion. In a normal distribution, 68% of the sample will fall within a range of one standard deviation above and below the mean.

The "median" is the value of the middle item (or the average of the two middle items) of a group of values when they are arrayed from largest to smallest. The advantage of the median is that it provides a measure of central tendency that is not unduly influenced by a few very high or very low data (in this case, atypical annual incomes).

Like the standard deviation, quartiles and deciles are measures of dispersion. When all of the incomes are arranged from the highest to the lowest, the first quartile is that income below which 25% of the incomes fall. Likewise, the third quartile is the figure below which 75% of the incomes fall. Ten percent of the incomes fall below the first decile; 20% below the second decile, etc. (The median is the fifth decile.)

With a few exceptions, all other items can be defined by reference to the questionnaire and reference sheet which appear in Appendix A. The following changes were made during the editing process:

1. Under Job Function, 1 was revised to read "Construction Supervision (may include some design)" and 7 was changed to "Sales/Marketing."

2. Under Industry or Service of Employer, Tobacco was added to 06; Concrete was added to 15; 32 was defined as including Radio, TV, Telephone, Telegraph, etc.; and 33 was defined as including Real Estate Development.

3. Under Levels of Supervisory/Managerial Responsibility, 06 through 11 were revised to include construction employees.

IV. METHODOLOGY

The 1979 questionnaire (reproduced in Appendix A) was mailed to 70,349 members of the National Society of Professional Engineers in mid-October, 1979. Returns received through January 11, 1980, were processed; fewer than 100 questionnaires were received after that date.

The total number of questionnaires returned prior to the cut-off date was 21,231, a 30% response rate. This is a very good rate of response, especially when compared with the 27% response received in 1977.

For purposes of analysis, 19,532 questionnaires were considered usable. A total of 1,699 (8%) were eliminated from the survey for one of the following reasons: no income data were reported by the respondent; the respondent was on active duty in the Armed Forces, a full-time student, or retired; the individual was unemployed for all or part of the 12-month period being surveyed; or the survey reply card was sufficiently damaged in the mail as to be unusable.

It should be noted that not every participant provided all of the information requested. If the participant provided income data, plus information concerning at least one demographic characteristic, the questionnaire was included in the study. The result of this decision, which in no way lessens the validity of the data reported, is that the total number of cases varies slightly from one table to another.

It should be noted that tables relating to income by annual billings for service reflect a smaller number of respondents because only those respondents who were employed by engineering, architectural, and consulting firms, and who reported the range of annual billings applicable to their firms, were included.

An infrequent anomaly appears to exist in the income data reported for a few of the smaller "groups." Analysis of the data indicates that an extremely small number of survey participants reported incomes considerably at variance with what would ordinarily be expected for individuals with a reported demographic characteristic, a common failing of the "self-report" type surveys. Regretfully, it was not possible to identify such individual responses economically and delete them from the computer tape. Fortunately, these cases have no appreciable effect upon the medians reported.

Data for sub-groups of extremely small size lack statistical validity. However, such data can provide a guideline if the data are consistent with related information. Therefore, for the convenience of the reader, data are reported for sub-groups with as few as five respondents therein.

V. INTERPRETING THE DATA

Despite the fact that participation was good, both in number of participants and percentage of participants, it is recommended that data for all pertinent variables be considered simultaneously when the data are interpreted — especially where the sample size of a sub-group is extremely small.

In some small sub-groups of respondents, one or more individuals reported salaries considerably higher or lower than that of the remaining individuals in the sub-group. This greatly increased the standard deviation and unduly influenced the mean for each such sub-group. Therefore, whenever the sample is small, the standard deviation is unusually large, and there is considerable difference between the mean and median in a line of data, greater weight should always be given to the median than to the mean.

Where the information reported in a line of data appears inconsistent with those of related data lines (e. g. the income of respondents with B. A. degrees versus those with B. S. degrees in engineering), the relative sample size of each data line should be given greater consideration. More confidence should be placed in the data line having the larger sample size; however, the "rule of reason" should govern.

As the definitions imply, one-half of the respondents were paid more than the median and one-quarter more than the third quartile. Naturally, length of service and individual capability play a large part in determining an individual's specific salary level. Further, as a matter of policy, many employers deliberately set pay rates above the average in order to attract and retain the best possible employees. Therefore, the fact that an individual's salary is above some otherwise-appropriate median or third quartile need not be a matter of concern.

VI. COMPENSATION

Income

As of October 1, 1979, the median total income of participants in the 1979 NSPE survey was $31,874 (including salaries, fees, and cash bonuses and commissions received from the respondents' primary job during the preceding 12-month period). Since the method of data collection represents a significant departure from previous practice in this survey series (although it does provide more meaningful and up-to-date data), no direct comparison can be made with income as reported in previous surveys or the increase in the Consumer Price Index.

Individual incomes vary widely. This is illustrated by the fact that 10% of respondents earned no more than $21,000, while 10% earned $56,000 or more.

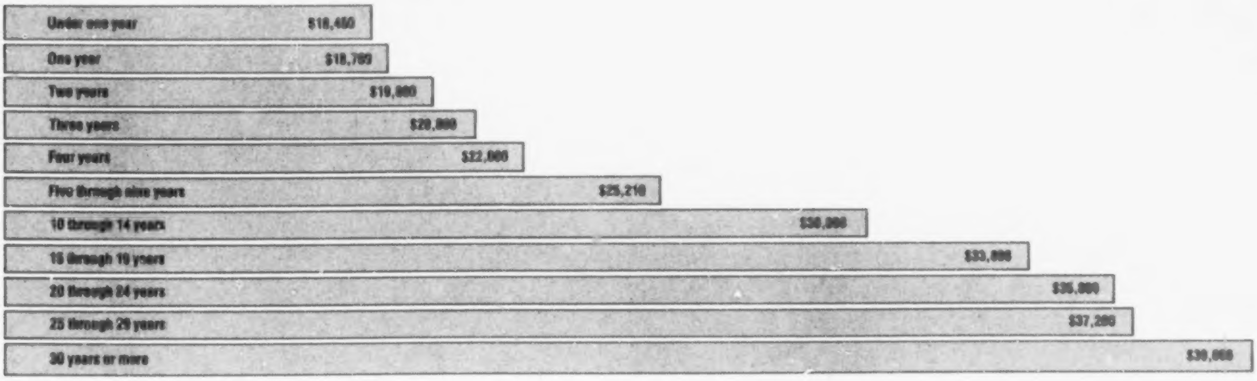
As would be expected for a sample as large as this one, statistical error has been fairly low. For example, the mean income for 19,532 valid responses was $37,780, with a standard deviation of $29,422. This provides an estimate of the standard error of the sample mean of approximately $211. Thus, using appropriate statistical formulae, it is 95% certain that the mean salary of the true population is between $37,368 and $38,193.

The complete range of decile figures is shown in Exhibit 1 below.

Exhibit 1. Income Statistics

Number reporting	19,532
Mean Income	$37,780
Standard Deviation	$29,422
Deciles	
First	$21,000
Second	$24,046
Third	$26,572
Fourth	$29,280
Fifth *(Median)*	$31,874
Sixth	$35,000
Seventh	$38,682
Eighth	$44,600
Ninth	$56,000

EXHIBIT 2.
Income By Length Of Experience



Length of Experience

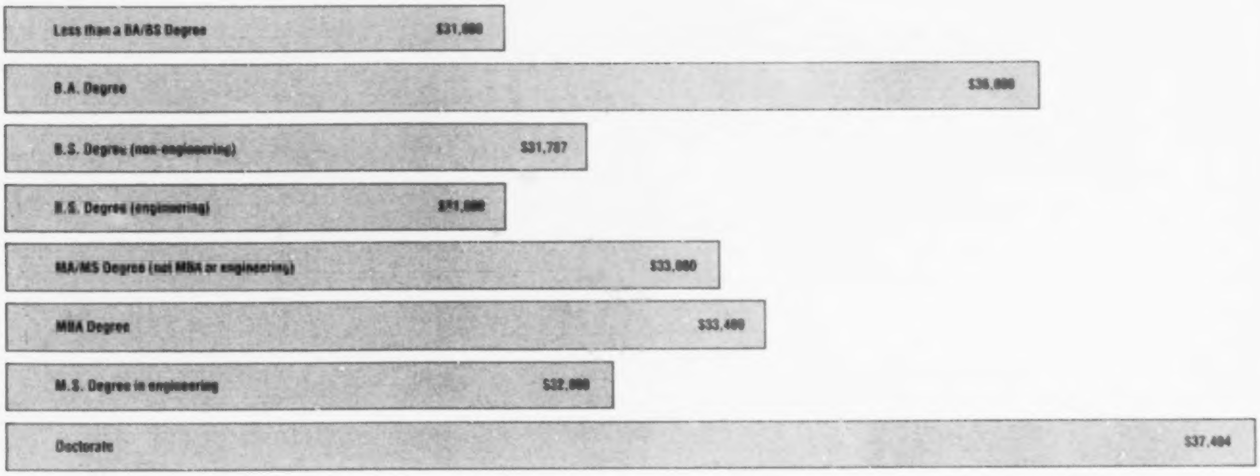
Median income shows a consistent increase with increased engineering experience. As is shown in Exhibit 2, the median income of respondents increased regularly from $18,450 for those with under one year of experience to $39,000 for those with 30 years of experience or more. This represents an average increase per year of experience of about 3.7%, consistent with findings in other engineering studies.

Earnings differences increase with the number of years of experience and are greatest in the most experienced groups. The inter-quartile range (the difference between the first and third quartiles), which is the best measure of the income range, increased from $3,160 for those with under one year of experience to $9,749 for those with 10-14 years of experience, $15,000 with 20-24 years of experience, and $21,300 with 30 years of experience or more.

One finding, consistent with previous surveys in this series, is the fact that, after a certain length of experience (about 20 years), the earnings of the lowest-paid group (i. e. the first quartile) remain at an almost constant level, regardless of additional experience. Among the highest-paid (i. e. the third quartile), on the other hand, added years of experience resulted in increased earnings of $7,200 from 20 to 30 years of experience or more.

Length of Experience	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$ 4,542	$18,450	$17,340	$20,400
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Three years	439	$21,462	$ 5,519	$20,800	$18,863	$23,000
Four years	488	$22,870	$ 5,437	$22,000	$19,740	$25,000
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200

EXHIBIT 3.
Income By Level Of Education

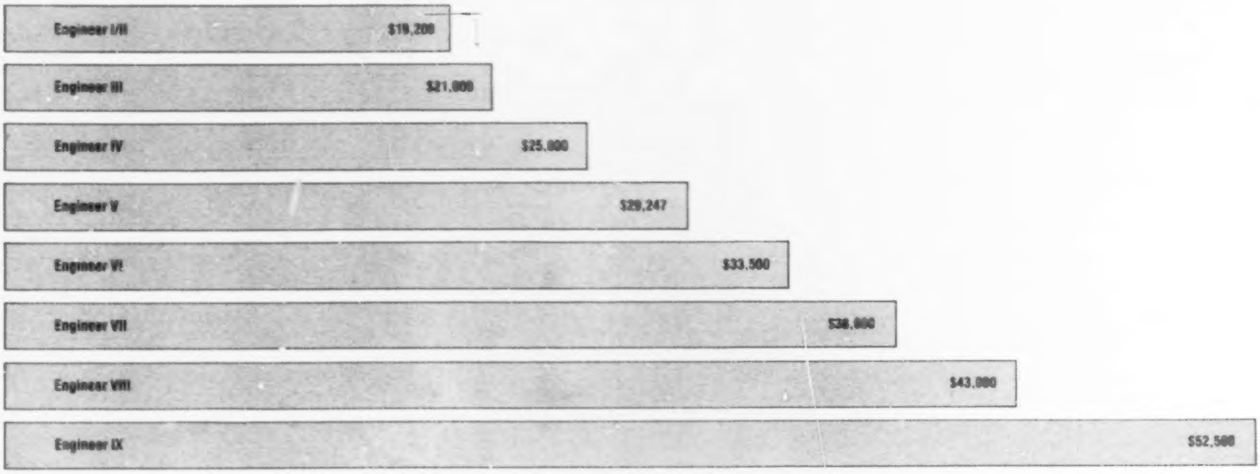


Level of Education

Median income by level of education earned is reported in Exhibit 3. As is obvious, the general rule is that increased education results in higher earnings. Respondents holding doctorates had a median income of $37,404; those with the M. S. in engineering $32,000; and both those with the B. S. in engineering and those without any degree $31,000. NSPE members holding the MBA degree and the MA/MS degree (excluding engineering degrees) had higher median earnings than those holding the M. S. in engineering. However, more detailed analysis of the survey data indicates that a higher percentage of MA/MS/MBA graduates are in executive/administrative jobs, an area which pays better than straight engineering. The same holds true of BA/BS graduates versus engineering graduates at the baccalaureate level.

Level of Education	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Less than a BA/BS Degree	742	$37,813	$28,328	$31,000	$25,500	$40,000
B.A. Degree	416	$48,296	$55,798	$36,000	$29,000	$50,970
B.S. Degree (non-engineering)	310	$40,578	$43,535	$31,787	$25,100	$42,000
B.S. Degree (engineering)	12,211	$37,314	$29,629	$31,000	$24,840	$40,168
MA/MS Degree (not MBA or engineering)	604	$37,428	$19,086	$33,000	$26,450	$41,670
MBA Degree	673	$39,893	$31,012	$33,400	$28,093	$42,204
M.S. Degree in engineering	3,580	$36,810	$24,509	$32,000	$26,000	$40,000
Doctorate	800	$41,180	$23,257	$37,404	$30,476	$45,000

EXHIBIT 4.
Income By Engineering Grade



Level of Professional Responsibility

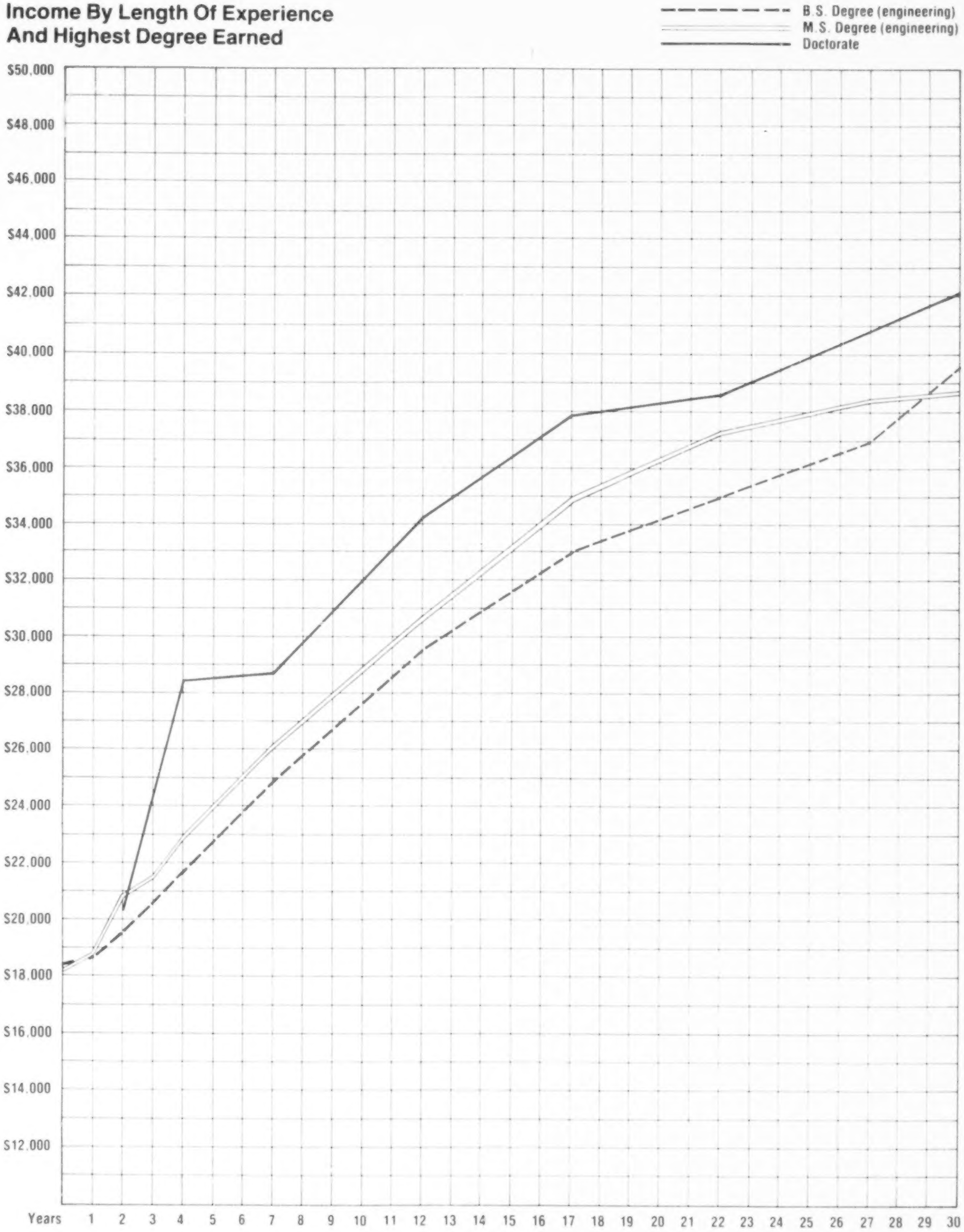
Over 91% of the survey participants were able to match their level of professional responsibility to one of the engineering grades defined on the Reference Sheet (see Appendix A). As might be expected, NSPE members fall primarily into the higher grades (Engineer IV through VIII), with the median member falling into Engineer VI. (It should be noted that respondents' self-grading may not always be uniformly accurate, despite the more detailed guidelines furnished in this and the previous two surveys.)

Exhibit 4 reports income by engineering grade. The graph follows the shape expected. (A more extensive exhibit reporting income by engineering grade vs. length of experience appears in Appendix B.)

Engineering Grade	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineer I/II	423	$24,202	$26,519	$19,200	$17,544	$22,000
Engineer III	1,238	$22,410	$19,074	$21,000	$18,720	$23,900
Engineer IV	3,292	$26,441	$12,818	$25,000	$22,000	$28,800
Engineer V	3,890	$31,128	$16,481	$29,247	$25,500	$33,855
Engineer VI	3,377	$36,389	$24,049	$33,500	$29,000	$39,500
Engineer VII	2,555	$40,974	$16,291	$38,000	$32,280	$45,000
Engineer VIII	1,923	$49,877	$34,876	$43,000	$35,400	$54,800
Engineer IX	1,195	$66,166	$51,843	$52,500	$42,000	$74,000

EXHIBIT 5.

Income By Length Of Experience And Highest Degree Earned



Length of Experience and Highest Degree Earned

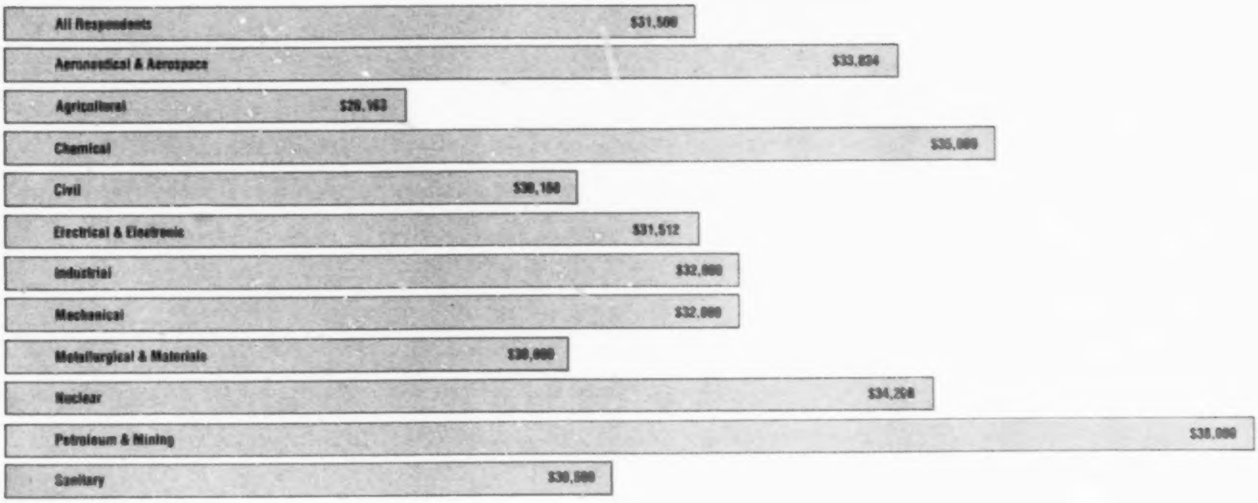
Income by engineering experience vs. level of education is reported graphically and in tabular form in Exhibit 5 for the three largest groups and in tabular form in Appendix B for all degrees investigated.

The curve for both the B.S. in engineering and Ph.D. are fairly smooth and follow the relationship that might be expected. While the curve for the M.S. in engineering follows the same shape, it tends to "fall off" when respondents have had 30 or more years of experience.

Analysis of the supporting data reported in Appendix B shows that the "spread" of median salaries from least-to-most-experienced follows a declining pattern as the "degree ladder" is ascended. Starting with five years of experience (below which there were not sufficient data for doctoral degrees for realistic analysis), the spreads for the B.S. (engineering), M.S. (engineering), and Ph.D. were 58.6%, 48.4%, and 47.5% respectively.

Length of Experience & Highest Degree Earned	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year						
B.S. Degree (engineering)	131	$19,417	$ 4,736	$18,400	$17,290	$20,160
M.S. Degree (engineering)	11	$18,976	$ 3,157	$18,300	$17,800	$21,000
Doctorate	2	——	——	——	——	——
One year						
B.S. Degree (engineering)	178	$20,225	$12,734	$18,607	$17,200	$20,300
M.S. Degree (engineering)	34	$20,058	$ 3,522	$18,888	$17,500	$22,050
Doctorate	1	——	——	——	——	——
Two years						
B.S. Degree (engineering)	337	$20,304	$ 7,347	$19,572	$17,710	$21,360
M.S. Degree (engineering)	70	$24,059	$24,173	$20,925	$19,068	$23,997
Doctorate	7	$23,285	$ 4,467	$20,150	$19,600	$29,040
Three Years						
B.S. Degree (engineering)	347	$21,283	$ 5,825	$20,600	$18,795	$22,800
M.S. Degree (engineering)	69	$22,064	$ 3,847	$21,500	$20,130	$23,524
Doctorate	4	——	——	——	——	——
Four years						
B.S. Degree (engineering)	326	$22,403	$ 5,060	$21,570	$19,500	$24,300
M.S. Degree (engineering)	110	$23,463	$ 4,180	$23,000	$20,600	$26,000
Doctorate	6	$28,198	$ 3,307	$28,410	$25,500	$31,500
Five through nine years						
B.S. Degree (engineering)	2,136	$26,810	$18,127	$24,973	$22,000	$28,296
M.S. Degree (engineering)	707	$27,208	$ 7,202	$26,150	$23,460	$29,375
Doctorate	70	$30,507	$ 8,054	$28,550	$24,000	$35,000
10 through 14 years						
B.S. Degree (engineering)	1,323	$31,713	$12,288	$29,500	$25,526	$34,900
M.S. Degree (engineering)	593	$33,250	$10,710	$30,732	$27,000	$36,440
Doctorate	126	$35,758	$ 9,500	$34,200	$30,000	$40,000
15 through 19 years						
B.S. Degree (engineering)	1,406	$37,662	$19,542	$33,000	$28,407	$40,000
M.S. Degree (engineering)	525	$38,765	$26,230	$35,000	$29,497	$41,988
Doctorate	125	$42,862	$19,769	$37,900	$32,154	$48,000
20 through 24 years						
B.S. Degree (engineering)	1,501	$42,207	$27,933	$35,000	$29,602	$45,763
M.S. Degree (engineering)	407	$44,605	$37,405	$37,207	$31,538	$45,000
Doctorate	130	$41,077	$16,440	$38,576	$32,400	$44,460
25 through 29 years						
B.S. Degree (engineering)	2,013	$44,046	$32,481	$37,000	$30,360	$47,700
M.S. Degree (engineering)	457	$43,111	$20,519	$38,500	$31,000	$47,700
Doctorate	130	$44,484	$23,236	$40,811	$34,000	$47,800
30 years or more						
B.S. Degree (engineering)	2,354	$49,866	$44,784	$39,600	$31,128	$53,378
M.S. Degree (engineering)	551	$47,165	$33,718	$38,800	$31,416	$51,000
Doctorate	176	$47,636	$36,111	$42,100	$34,275	$50,055

EXHIBIT 6.
Income By Major Branch Of Engineering

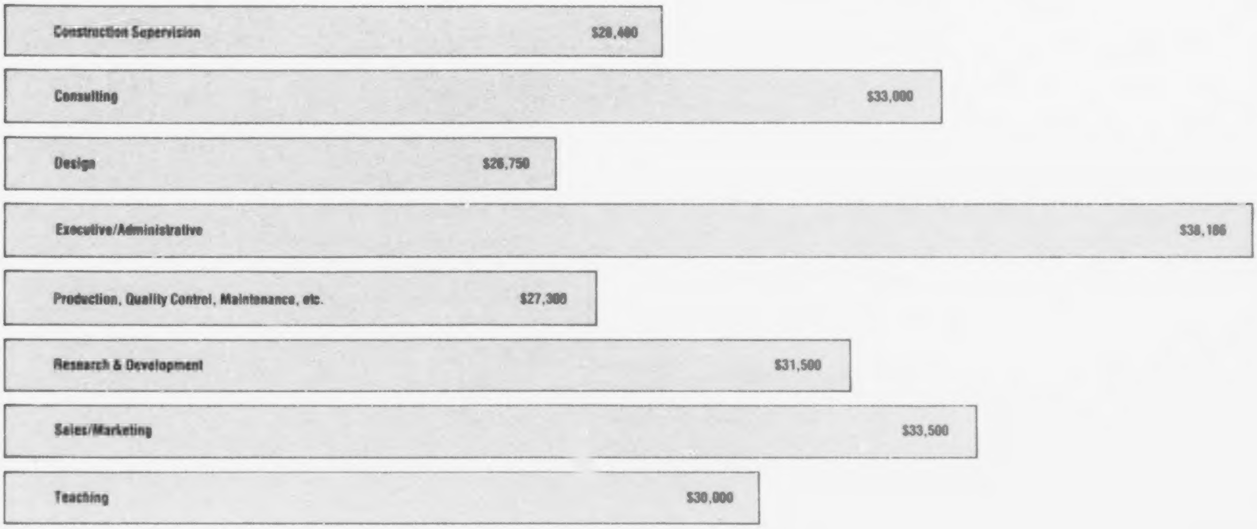


Major Branch of Engineering

The highest median incomes by major branch of enginering went to those respondents working in petroleum and mining engineering ($38,000), chemical engineering ($35,000), nuclear engineering ($34,308), and aeronautical and aerospace engineering ($33,834). At the other end of the spectrum were those employed in agricultural engineering ($28,163), metallurgical and materials engineering ($30,000), civil engineering ($30,160), and sanitary engineering ($30,500). Income statistics are shown both graphically and in tabular form in Exhibit 6. (A more extensive exhibit reporting income by major branch of engineering vs. length of experience appears in Appendix B.)

Major Branch of Engineering	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
All Respondents	17,593	$37,550	$29,839	$31,500	$25,110	$40,498
Aeronautical & Aerospace	236	$36,492	$19,652	$33,834	$27,477	$40,875
Agricultural	186	$31,117	$12,831	$28,163	$22,000	$37,000
Chemical	723	$41,946	$31,102	$35,000	$27,000	$45,000
Civil	7,332	$36,845	$31,745	$30,160	$24,641	$40,000
Electrical & Electronic	3,210	$35,756	$22,346	$31,512	$25,920	$39,650
Industrial	529	$36,571	$20,893	$32,000	$25,424	$40,000
Mechanical	3,758	$38,587	$28,363	$32,000	$26,000	$41,192
Metallurgical & Materials	133	$35,466	$17,789	$30,000	$24,638	$39,500
Nuclear	174	$38,154	$24,005	$34,208	$29,000	$43,300
Petroleum & Mining	455	$49,281	$45,177	$38,000	$30,000	$52,690
Sanitary	857	$38,301	$40,737	$30,500	$24,350	$41,000

EXHIBIT 7.
Income By Job Function

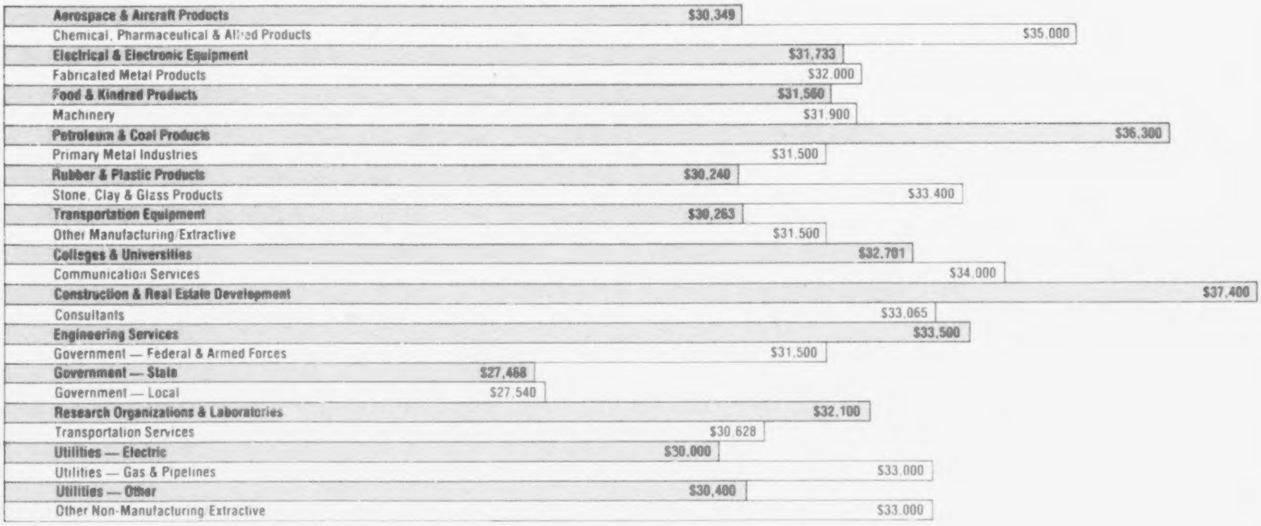


Job Function

As in the past, median incomes were highest for respondents in executive/administrative job functions ($38,186), followed by those in sales/marketing ($33,500) and consulting ($33,000). The lowest median incomes were received by those in design ($26,750), production/quality control/maintenance ($27,300) and construction supervision ($28,400). A comparison of incomes by job function appears in Exhibit 7. An expanded version of this exhibit reporting the same data (in tabular form "with breakouts" of income by length of experience, geographic area, etc.) appears in Appendix B.

Job Function	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Construction Supervision	1,227	$33,938	$42,608	$28,400	$23,400	$35,600
Consulting	4,515	$39,360	$28,267	$33,000	$25,512	$44,800
Design	3,474	$28,727	$16,577	$26,750	$22,200	$32,000
Executive/Administrative	5,732	$47,122	$36,697	$38,186	$31,000	$50,000
Production, Quality Control, Maintenance, etc.	1,193	$29,356	$10,155	$27,300	$23,110	$33,198
Research & Development	1,080	$33,681	$18,002	$31,500	$26,000	$37,780
Sales/Marketing	415	$38,698	$26,890	$33,500	$26,500	$42,500
Teaching	406	$31,460	$11,869	$30,000	$24,950	$36,000

EXHIBIT 8.
Income By Industry Or Service Of Employer

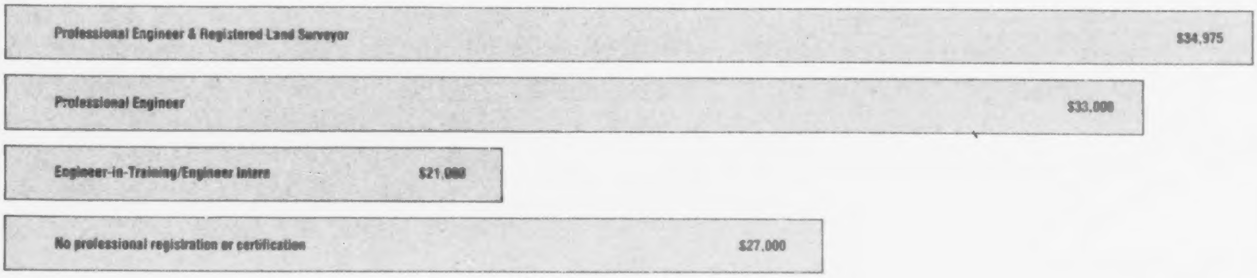


Industry or Service of Employer

Respondents employed in the area of construction & real estate development had the highest median incomes ($37,400), followed by those employed by producers of petroleum and coal products ($36,300), and chemical, pharmaceutical and allied products ($35,000). Those receiving the lowest median incomes are employed by state and local governments ($27,468 and $27,540); electric utilities ($30,000); producers of rubber and plastic products ($30,240); manufacturers of transportation equipment ($30,263); and manufacturers of aerospace and aircraft products ($30,349). Exhibit 8 reports income data by industry or service of employer for those 26 types of employer for which 100 or more responses were received.

Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Primary Metal Industries	229	$36,183	$19,723	$31,500	$26,154	$40,000
Rubber & Plastic Products	123	$32,991	$13,207	$30,240	$25,440	$36,500
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Construction & Real Estate Development	1,129	$47,255	$42,081	$37,400	$27,775	$52,000
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Government — Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Government — State	861	$28,716	$22,221	$27,468	$23,370	$31,954
Government — Local	1,059	$28,571	$ 7,726	$27,540	$23,704	$32,444
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Transportation Services	126	$36,954	$30,447	$30,628	$25,005	$39,000
Utilities — Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Utilities — Gas & Pipelines	247	$36,500	$16,984	$33,000	$25,032	$42,000
Utilities — Other	254	$32,570	$11,633	$30,400	$25,000	$37,120
Other Non-Manufacturing/Extractive	658	$40,511	$33,780	$33,000	$26,500	$43,996

EXHIBIT 9.
Income By Registration Status



Registration Status

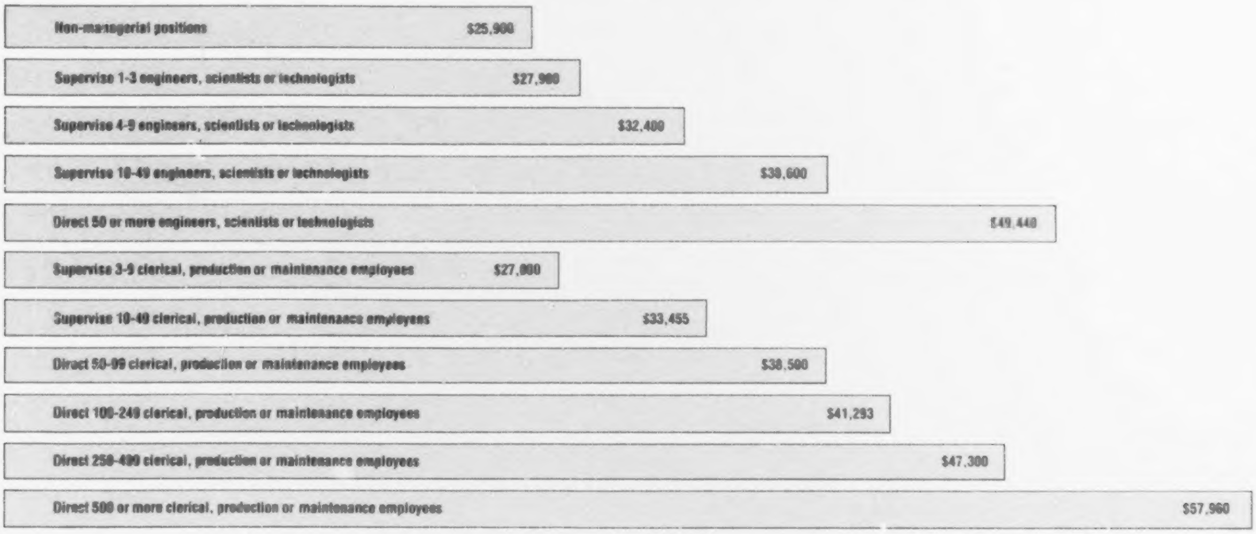
Under 2% of respondents are not registered or certified. As is to be expected, almost 90% are P. E.'s (11.5% being both P. E.'s and Registered Land Surveyors). The remaining participants are Engineers-in-Training/Engineer Interns.

Exhibit 9 reports income by registration-certification status. The holders who are both P. E.'s and Registered Land Surveyors enjoy the highest median income of any group ($34,975). Naturally, P. E.'s had the second highest median income ($33,000). Unregistered-uncertified individuals were third in median income ($27,000) with Engineers-in-Training/Engineer Interns being last ($21,000).

An extensive exhibit containing data on income by registration status vs. length of experience appears in Appendix B.

Registration Status	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Professional Engineer & Registered Land Surveyor	2,218	$43,919	$45,585	$34,975	$27,600	$47,000
Professional Engineer	14,643	$39,034	$27,179	$33,000	$27,000	$42,000
Engineer-in-Training/Engineer Intern	2,049	$23,296	$15,744	$21,000	$18,700	$24,710
No professional registration or certification	357	$31,116	$18,238	$27,000	$21,252	$34,562

EXHIBIT 10.
Income By Supervisory/Managerial Responsibility



Supervisory/Managerial Responsibility

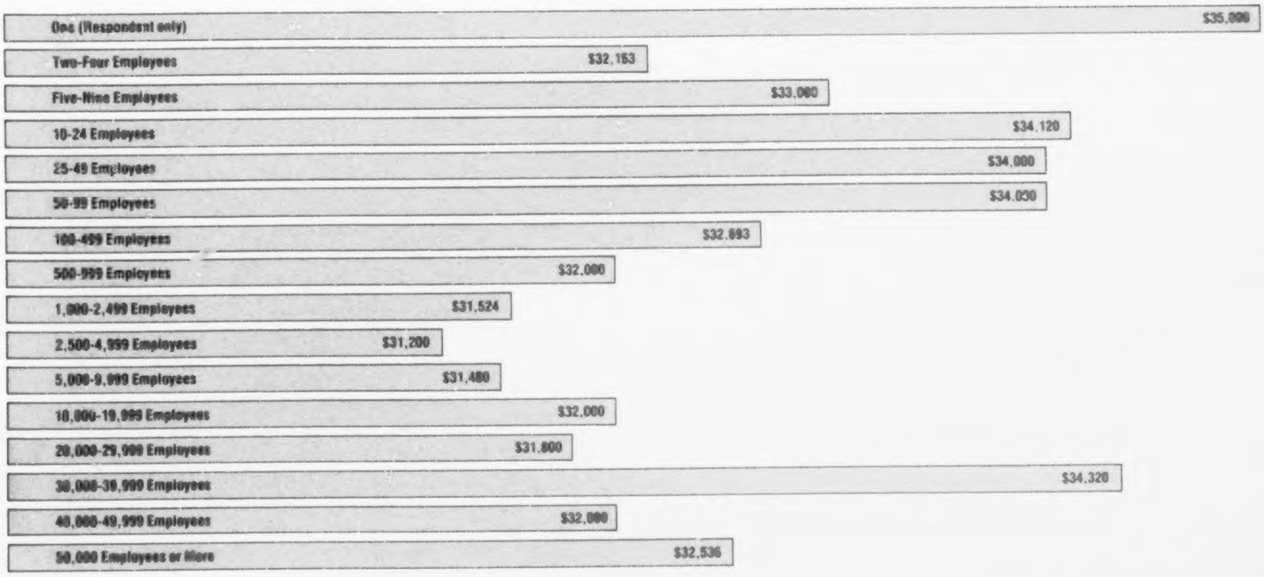
Over three-quarters of the respondents have supervisory or managerial responsibility to a greater or lesser degree.

The income data by such responsibility contains no surprises, increasing with increased supervisory/managerial responsibility. As is usual, supervision of engineering and other professional personnel is reflected in higher earnings than supervision of clerical, production, maintenance and construction personnel, given the same number of subordinates.

These data are displayed in Exhibit 10. Additional information on this variable appears in Appendix B.

Supervisory/Managerial Responsibility	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Non-managerial positions	4,322	$28,646	$19,440	$25,900	$21,190	$31,668
Supervise 1-3 engineers, scientists or technologists	3,737	$30,843	$15,841	$27,980	$23,548	$34,000
Supervise 4-9 engineers, scientists or technologists	3,339	$35,837	$25,152	$32,400	$27,453	$39,000
Supervise 10-49 engineers, scientists or technologists	2,917	$43,417	$22,945	$38,600	$32,300	$47,874
Direct 50 or more engineers, scientists or technologists	838	$61,900	$45,891	$49,440	$40,000	$69,000
Supervise 3-9 clerical, production or maintenance employees	633	$31,567	$22,706	$27,000	$22,276	$35,000
Supervise 10-49 clerical, production or maintenance employees	1,764	$40,187	$26,207	$33,455	$26,586	$45,000
Direct 50-99 clerical, production or maintenance employees	649	$48,912	$46,771	$38,500	$30,000	$52,800
Direct 100-249 clerical, production or maintenance employees	498	$54,139	$48,388	$41,293	$35,000	$55,000
Direct 250-499 clerical, production or maintenance employees	239	$66,580	$79,217	$47,300	$37,000	$66,600
Direct 500 or more clerical, production or maintenance employees	285	$75,590	$53,976	$57,960	$43,500	$90,000

EXHIBIT 11.
Income By Size Of Organization

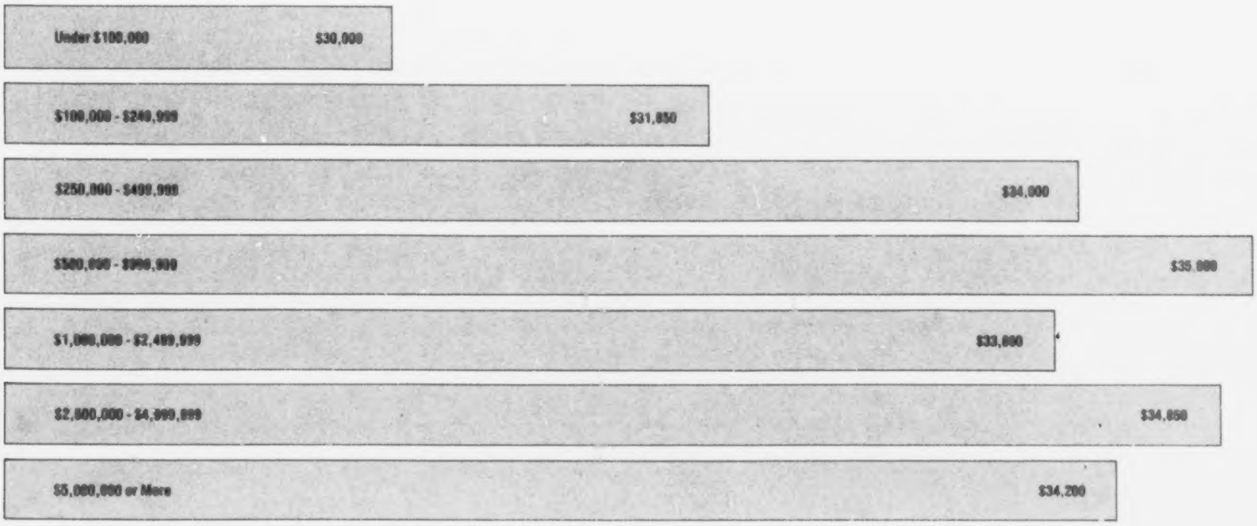


Size of Organization

The income data received show no particular pattern when analyzed by size of organization alone. The highest median income is received by those who are self-employed but have no subordinates. However, the highest mean income is received by those in organizations with 10 to 499 employees. The income statistics for this variable appear in Exhibit 11, with a more extensive analysis in Appendix B.

Number of Employees in Organization	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
One (Respondent only)	332	$37,551	$22,585	$35,000	$24,759	$45,000
Two - Four Employees	648	$37,025	$19,482	$32,163	$25,000	$44,000
Five - Nine Employees	810	$39,139	$29,960	$33,000	$24,700	$45,000
10 -24 Employees	1,553	$40,359	$27,859	$34,120	$26,000	$47,000
25 - 49 Employees	1,390	$42,317	$35,885	$34,000	$26,000	$49,200
50 - 99 Employees	1,450	$43,826	$32,580	$34,000	$25,800	$50,000
100 - 499 Employees	2,844	$40,889	$36,736	$32,693	$26,000	$43,425
500 - 999 Employees	1,214	$38,244	$28,876	$32,000	$26,000	$40,700
1,000 - 2,499 Employees	1,649	$36,350	$27,246	$31,524	$25,182	$39,500
2,500 - 4,999 Employees	1,275	$35,279	$22,146	$31,200	$25,224	$38,600
5,000 - 9,999 Employees	955	$34,872	$17,516	$31,480	$25,680	$39,188
10,000 - 19,999 Employees	698	$35,286	$20,711	$32,000	$25,380	$40,000
20,000 - 29,999 Employees	331	$36,732	$23,620	$31,800	$26,271	$40,320
30,000 - 39,999 Employees	291	$40,255	$27,533	$34,320	$28,772	$42,100
40,000 - 49,999 Employees	165	$37,247	$20,831	$32,000	$26,000	$41,000
50,000 Employees or More	1,318	$37,134	$24,840	$32,536	$26,900	$40,000

EXHIBIT 12.
Income By Annual Billings For Service (Consulting Firms Only)

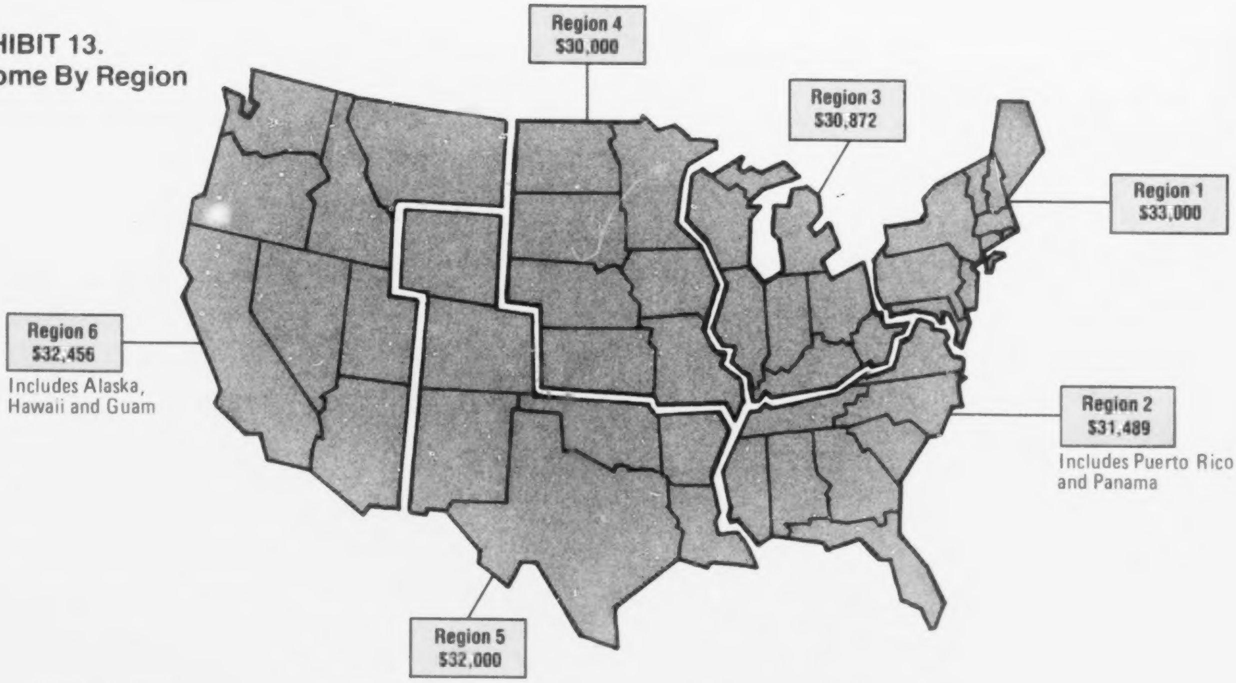


Annual Billings for Service

As is shown in Exhibit 12, respondents working in consulting organizations with annual billings for service of $250,000 or more annually have considerably higher median incomes than those in smaller organizations. Mean incomes are highest for those employed in organizations billing between $2,500,000 and $4,999,999. Further analysis of these data appears in Appendix B.

Annual Billings for Service	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under $100,000	548	$32,520	$14,794	$30,000	$22,600	$40,000
$100,000 $249,999	673	$36,740	$25,471	$31,850	$24,353	$43,140
$250,000 - $499,999	747	$38,726	$24,170	$34,000	$26,000	$45,000
$500,000 - $999,999	774	$42,097	$24,843	$35,000	$26,000	$50,000
$1,000,000 - $2,499,999	1,035	$42,190	$26,235	$33,800	$26,000	$50,000
$2,500,000 - $4,999,999	602	$46,270	$48,951	$34,850	$25,750	$50,200
$5,000,000 or More	1,694	$43,289	$39,586	$34,200	$26,700	$45,150

EXHIBIT 13.
Income By Region

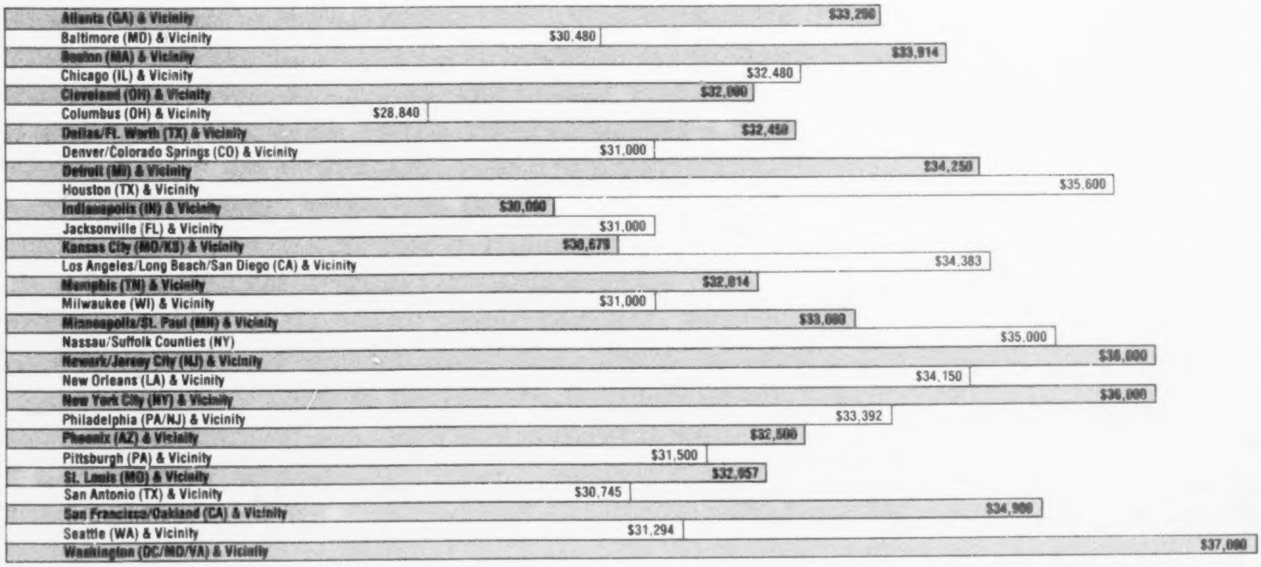

Region 4
$30,000
Region 3
$30,872
Region 1
$33,000
Region 6
$32,456
Includes Alaska, Hawaii and Guam
Region 2
$31,489
Includes Puerto Rico and Panama
Region 5
$32,000

Geographic Variations

Income by geographic region is reported in Exhibit 13. As the data indicate, the highest median income ($33,600) is in Region 1 (the northeastern states). Region 6, the Pacific and western states, is second with a median income of $32,456, followed by Region 5, primarily the southwestern states ($32,000). The lowest median incomes were found in Region 4, primarily the Great Plains states ($30,000); followed by Region 3, primarily the Great Lakes states ($30,872); and Region 2, the southern states ($31,489).

Region	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Region 1	4,237	$38,479	$28,742	$33,000	$26,066	$42,786
Region 2	3,332	$36,512	$26,755	$31,489	$25,000	$40,000
Region 3	3,854	$36,635	$24,638	$30,872	$24,900	$40,000
Region 4	2,174	$37,439	$33,491	$30,000	$24,600	$39,000
Region 5	3,435	$38,828	$29,933	$32,000	$25,532	$42,000
Region 6	2,349	$38,389	$34,325	$32,456	$26,167	$40,953

EXHIBIT 14.
Income By Metropolitan Area



For the first time in this survey series, income data have been analyzed by metropolitan area. The highest median income is found in Washington, DC, and vicinity ($37,000). Following are New York City and Newark/Jersey City and vicinity (both $36,000); Houston ($35,600); Nassau/Suffolk Counties, NY ($35,000); and San Francisco/Oakland and vicinity ($34,900). The lowest median incomes found in a study of 29 metropolitan areas were in Columbus, OH, and vicinity ($28,840); Indianapolis ($30,000); Baltimore ($30,480); Kansas City ($30,679); and San Antonio ($30,745). A graphic and tabular representation of income by metropolitan area appears in Exhibit 14.

Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Atlanta (GA) & Vicinity	344	$39,711	$32,260	$33,250	$25,564	$42,455
Baltimore (MD) & Vicinity	171	$34,310	$14,258	$30,480	$24,770	$39,420
Boston (MA) & Vicinity	466	$39,362	$21,059	$33,914	$27,481	$44,000
Chicago (IL) & Vicinity	773	$38,269	$25,382	$32,480	$25,013	$42,000
Cleveland (OH) & Vicinity	316	$39,707	$31,335	$32,000	$25,750	$44,003
Columbus (OH) & Vicinity	252	$34,188	$18,734	$28,840	$23,960	$38,375
Dallas/Ft. Worth (TX) & Vicinity	462	$39,004	$23,170	$32,450	$26,000	$43,000
Denver/Colorado Springs (CO) & Vicinity	347	$35,282	$17,780	$31,000	$25,000	$40,000
Detroit (MI) & Vicinity	289	$42,517	$33,566	$34,250	$28,000	$46,220
Houston (TX) & Vicinity	727	$43,536	$31,664	$35,600	$27,900	$47,500
Indianapolis (IN) & Vicinity	146	$34,874	$19,567	$30,000	$25,000	$36,200
Jacksonville (FL) & Vicinity	129	$37,348	$19,482	$31,000	$25,000	$42,700
Kansas City (MO/KS) & Vicinity	430	$41,300	$38,853	$30,679	$24,300	$40,716
Los Angeles/Long Beach/San Diego (CA) & Vicinity	432	$39,815	$24,534	$34,383	$27,150	$43,000
Memphis (TN) & Vicinity	108	$40,574	$27,938	$32,014	$25,850	$42,363
Milwaukee (WI) & Vicinity	233	$37,459	$24,307	$31,000	$25,695	$40,001
Minneapolis/St. Paul (MN) & Vicinity	289	$40,727	$36,440	$33,000	$27,960	$43,000
Nassau/Suffolk Counties (NY)	133	$39,122	$17,766	$35,000	$27,960	$44,750
Newark/Jersey City (NJ) & Vicinity	293	$42,854	$30,877	$36,000	$30,000	$47,535
New Orleans (LA) & Vicinity	227	$39,338	$23,995	$34,150	$27,500	$42,500
New York City (NY) & Vicinity	433	$43,285	$31,512	$36,000	$28,350	$46,930
Philadelphia (PA/NJ) & Vicinity	562	$38,313	$24,762	$33,392	$25,980	$42,000
Phoenix (AZ) & Vicinity	128	$38,645	$31,910	$32,500	$25,836	$40,000
Pittsburgh (PA) & Vicinity	383	$38,069	$31,797	$31,500	$24,660	$41,300
St. Louis (MO) & Vicinity	364	$41,000	$32,380	$32,057	$26,130	$41,570
San Antonio (TX) & Vicinity	176	$38,354	$27,479	$30,745	$25,984	$39,750
San Francisco/Oakland (CA) & Vicinity	402	$41,285	$30,149	$34,900	$28,350	$44,280
Seattle (WA) & Vicinity	218	$34,063	$12,865	$31,294	$26,000	$38,988
Washington (DC/MD/VA) & Vicinity	549	$41,871	$42,070	$37,000	$29,938	$47,500

VII. FRINGE BENEFITS

Fringe benefits constitute a major portion of employee compensation today. Consequently, the design of the questionnaire for this survey provides for the collection of data on two of the common fringe benefits — pensions and vacations. Subsequent surveys in this series will investigate additional fringe benefits on a periodic, rotating basis.

Pensions

Among respondents who were not self-employed but who knew the retirement value of their pension coverage, 10.7% will receive under 25% of their highest average earnings at age 65 (with a minimum of 30 years of service). Approximately the same percentage (10.9%) will receive 75% or more of their highest average earnings. Exhibit 15 provides a frequency distribution of responses to this item.

EXHIBIT 15. VALUE OF PENSION COVERAGE

Category	Absolute Frequency	Relative Frequency (Percent)	Adjusted Frequency (Percent)	Cumulative Adjusted Frequency (Percent)
Under 25% . .	1,103	7.0	10.7	10.7
25%	388	2.4	3.8	14.4
26% - 49% . . .	3,138	19.8	30.4	44.8
50%	1,410	8.9	13.6	58.4
51%-74%	3,169	20.0	30.7	89.1
75% or More .	1,129	7.1	10.9	100.0

Vesting

Over one-half (51.9%) of respondents who provided this information reported that their employers' pension plans require ten years of service before the employee is completely vested and eligible for full pension benefits. A much smaller group (16.5%) had to work for a firm for five years to receive full vesting. A frequency distribution of responses to this item appears in Exhibit 16.

EXHIBIT 16. VESTING REQUIREMENTS

Category	Absolute Frequency	Relative Frequency (Percent)	Adjusted Frequency (Percent)	Cumulative Adjusted Frequency (Percent)
5 Years	2,016	12.7	16.5	16.5
10 Years	6,351	40.1	51.9	68.3
15 Years	1,190	7.5	9.7	78.0
Rule of 45	685	4.3	5.6	83.6
Other	2,006	12.7	16.4	100.0

Employer Contribution

When the employer provides a pension plan, the predominant practice is for the employer to pay the entire premium for the pension plan, with 59.6% of respondents reporting this practice. Only 2.6% reported that their employer provides a pension plan but does not contribute to it, and 11.6% reported their employer contributing less than 50% of the premium. For additional details, see Exhibit 17.

EXHIBIT 17. EMPLOYER CONTRIBUTION TO PENSION PLAN

Category	Absolute Frequency	Relative Frequency (Percent)	Adjusted Frequency (Percent)	Cumulative Adjusted Frequency (Percent)
None	310	2.0	2.6	2.6
1% - 49%	1,363	8.6	11.6	14.3
50%	1,806	11.4	15.4	29.7
51%-74%	862	5.4	7.4	37.0
75% - 99% . . .	394	2.5	3.4	40.4
100%	6,988	44.1	59.6	100.0

Vacation

The length of vacation granted annually is multi-module, peaking in even weeks. Even some of the data falling between the multiples of five days may be the result of work weeks of five and one-half or six days per week. Exhibit 18 provides a frequency distribution of responses to this item.

EXHIBIT 18. VACATION BENEFITS

Category	Absolute Frequency	Relative Frequency (Percent)	Adjusted Frequency (Percent)	Cumulative Adjusted Frequency (Percent)
Under 10 Days	353	2.2	2.2	2.2
10 Days	4,040	25.5	25.7	27.9
11 - 14 Days	1,700	10.7	10.8	38.7
15 Days	2,930	18.5	18.6	57.3
16 - 19 Days	759	4.8	4.8	62.1
20 Days	2,223	14.0	14.1	76.3
21 - 24 Days	1,066	6.7	6.8	83.0
25 Days or More	2,669	16.8	17.0	100.0

The length of vacation granted is usually a function of one's length of service with an employer. Consequently, Exhibit 19 provides a frequency distribution of lengths of service vs. lengths of paid vacation leave granted annually. As might be expected, those respondents with longer periods of service with their present employers enjoy a significantly longer paid vacation annually than do shorter-tenured employees.

The predominant practice is to grant 10 days of paid vacation annually to those respondents with under 5 years of service with their employer. From 5 through 9 years of service, the predominant practice is to provide 10 or 15 days of vacation. Fifteen days of vacation is predominant with 10 to 14 years of service, 20 days with 15 to 19 years, 20 or 25 days with 20 to 24 years of service, and 25 days or more with 25 years of service or more.

EXHIBIT 19. AMOUNT OF ANNUAL PAID VACATION VS. YEARS WITH PRESENT EMPLOYER

Category (Days)	Under 1 Year	1 or 2 Years	3 or 4 Years	5-9 Years	10-14 Years	15-19 Years	20-24 Years	25 Years or More
Under 10 Days	102	92	36	56	28	17	7	15
10 Days	539	1,289	1,036	999	98	39	18	19
11-14 Days	161	415	339	550	138	37	20	37
15 Days	87	166	207	1,157	837	290	85	97
16-19 Days	16	49	48	214	204	138	33	55
20 Days	30	60	95	304	430	480	449	372
21-24 Days	26	48	44	160	176	180	211	221
25 Days or More	13	44	60	110	185	321	455	1,473

NOTE: Predominant practice has been underscored in each column.

Appendix A

1979 INCOME AND SALARY SURVEY OF THE
NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS

Please mark all of your responses on the Survey Reply Card provided.

Your response must be received by December 7, 1979 to be tabulated.

A. **Employment Status.** As of October 1, 1979, what was your employment status? (Please select the one response below which best describes your status at that time and post the code number for it in the space provided under A on the Survey Reply Card.)

1 Self-employed full-time (owner or principal).
2 Employed full-time (salaried employee).
3 On active duty in the Armed Forces.
4 Retired.
5 Student full-time.
6 Other (not adequately described above).

B. **Unemployment Data.** During the period from October 1, 1978 through September 30, 1979, how long were you unemployed? (Post the code number under B on the Survey Reply Card.)

1 Not unemployed (employed or self-employed all year/retired and did not seek employment/full-time student).
2 Unemployed less than one month.
3 Unemployed at least one month but less than two months.
4 Unemployed at least two months but less than three months.
5 Unemployed three months or more.

C. **Base Salary from Primary Job.** As of October 1, 1979, what was your annual base salary from your primary job? (Exclude fees, overtime pay, bonuses, and commissions. Also exclude income from secondary employment - such as part-time teaching, part-time consulting, etc.)

NOTE: If your base annual salary was less than $10,000 (e.g. $9,525) post it in the six boxes under C on the Survey Reply Card as follows:

A	B	C						D						E
		0	0	9	5	2	5							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

If between $10,000 and $99,999 (e.g. $27,375), write it as follows:

A	B	C						D						E
		0	2	7	3	7	5							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

If $100,000 or more (e.g. $137,657), write it as follows:

A	B	C						D						E
		1	3	7	6	5	7							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15

D. **Other Cash Compensation from Primary Employment.** During the period from October 1, 1978 to September 30, 1979, what additional cash income did you receive from your primary job? (Include fees, bonuses and commissions but exclude salary, overtime pay and income from secondary or part-time employment.)

NOTE: Use the same posting system as in C above.

E. **Highest Degree Earned.** (Please exclude honory degrees.)

1 Less than a BA/BS Degree.
2 B.A. Degree.
3 B.S. Degree (non-engineering).
4 B.S. Degree (engineering).
5 MA/MS Degree (not MBA or engineering).
6 MBA Degree.
7 M.S. Degree in engineering.
8 Doctorate.
9 Other (not adequately described above).

F. **Length of Experience.** In the two boxes under F on the Survey Reply Card, post the code number for the number of years of professional experience you have had in the engineering field (including related managerial experience).

01 Under one year.
02 One year.
03 Two years.
04 Three years.
05 Four years.
06 Five through nine years.
07 10 through 14 years.
08 15 through 19 years.
09 20 through 24 years.
10 25 through 29 years.
11 30 years or more.

G. **Level of Professional Responsibility.** Which one level of professional responsibility (described on the enclosed Reference Sheet) best describes your level of professional responsibility as of October 1, 1979?

1 Engineer I/II.
2 Engineer III.
3 Engineer IV.
4 Engineer V.
5 Engineer VI.
6 Engineer VII.
7 Engineer VIII.
8 Engineer IX.
9 Other (not adequately described on the Reference Sheet).

H. **Major Branch of Engineering.** In the two boxes under H on the Survey Reply Card, post the code number which identifies your major branch of engineering work (as of October 1, 1979).

01 Aeronautical & Aerospace.
02 Agricultural.
03 Chemical.
04 Civil.
05 Electrical & Electronic.
06 Industrial.
07 Mechanical.
08 Metallurgical & Materials.
09 Nuclear.
10 Petroleum & Mining.
11 Sanitary.
12 Other (Please post code number on the Survey Reply Card and describe your major branch of engineering in the space provided under "Other Responses" on the Survey Reply Card.)

I. **Job Function.** Which of the following best describes your job function on October 1, 1979?

1 Construction Supervision.
2 Consulting.
3 Design.
4 Executive/Administrative.
5 Production, Quality Control, Maintenance, etc.
6 Research & Development.
7 Sales.
8 Teaching.
9 Other (Please post code number on the Survey Reply Card and describe your job function in the space provided under "Other Responses" on the Survey Reply Card.)

J. Industry or Service of Employer. In the two boxes under J on the Survey Reply Card, post the code number of the one response which best describes the industry or service of your employer (coded on the enclosed Reference Sheet).

K. Sex of Respondent. (For statistical purposes only.)

1 Male.
2 Female.
3 I prefer not to answer this question.

L. Origin of Respondent. (E.E.O. Classifications.)

1 White (not of Hispanic origin).
2 Black.
3 Hispanic.
4 Asian or Pacific Islander.
5 American Indian or Alaskan Native.
6 Other (not adequately described above).
7 I prefer not to answer this question.

M. Registration Status of Respondent.

1 Professional Engineer (P.E.) and Registered Land Surveyor (L.S.).
2 Professional Engineer (P.E.) and Registered Architect (R.A.).
3 Professional Engineer (P.E.).
4 Land Surveyor.
5 Engineer-in-Training/Engineer Intern.
6 No professional registration or certification.
7 Some other professional registration and/or certification.

N. Level of Supervisory/Managerial Responsibility. In the two boxes under N on the Survey Reply Card, post the code number for the one category (listed on the enclosed Reference Sheet) which best describes your level of supervisory/managerial responsibility.

O. Size of Organization. In the two boxes under O on the Survey Reply Card, post the code number which indicates the total number of employees in your entire company or other employing organization. (NOTE: Government employees should post 99 in the space provided.)

01 One (myself only).
02 Two - Four Employees.
03 Five - Nine Employees.
04 10 - 24 Employees.
05 25 - 49 Employees.
06 50 - 99 Employees.
07 100 - 499 Employees.
08 500 - 999 Employees.
09 1,000 - 2,499 Employees.
10 2,500 - 4,999 Employees.
11 5,000 - 9,999 Employees.
12 10,000 - 19,999 Employees.
13 20,000 - 29,999 Employees.
14 30,000 - 39,999 Employees.
15 40,000 - 49,999 Employees
16 50,000 Employees or More.

99 Government Employee.

P. Annual Billings for Service. Post the code number indicating your firm's total annual billings for consulting services during its most recent tax year. (NOTE: If your employer is not a consulting/engineering/architectural/design firm, please so indicate.)

1 Under $25,000.
2 $25,000 - $99,999.
3 $100,000 - $249,999.
4 $250,000 - $499,999.
5 $500,000 - $999,999.
6 $1,000,000 - $2,499,999.
7 $2,500,000 - $4,999,999.
8 $5,000,000 or More.
9 Not a consulting/engineering/architectural design firm.

Q. Geographic Area. In the two boxes under Q on the Survey Reply Card, post the code number for the state (listed on the enclosed Reference Sheet) in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

R. Metropolitan Area. In the two boxes under R on the Survey Reply Card, post the code number for the metropolitan area (listed on the enclosed Reference Sheet) in which you spend the greatest part of your applied working effort (or, if you travel extensively, in which your office is located).

S. Years with Present Employer. How many years have you been with your present employer?

1 Under One Year.
2 One or Two Years.
3 Three or Four Years.
4 Five to Nine Years.
5 10 to 14 Years.
6 15 to 19 Years.
7 20 to 24 Years.
8 25 Years or More.
9 Not Applicable (self-employed/unemployed/retired/student).

T. Value of Pension Coverage for Employer Plans. If you retired from your present employer at age 65 with a minimum of 30 years of service, what percentage of your highest average earnings would you receive as a pension from your employer's plan?

1 Employer does not have a pension plan.
2 I don't know.
3 Under 25%.
4 25%.
5 26% - 49%.
6 50%.
7 51% - 74%.
8 75% or More.
9 Not Applicable (self-employed/unemployed/retired/student).

U. Employer Contribution to Employer Pension Plan. What percentage of the premium of your employer's pension plan is paid by your employer?

1 Employer does not have a pension plan.
2 I don't know.
3 Employer has plan but pays none of the premium.
4 1% - 49%.
5 50%.
6 51% - 74%.
7 75% - 99%.
8 100%.
9 Not Applicable (self-employed/unemployed/retired/student).

V. Vesting Requirements for Employer Plan. How many full years of service are required before you are completely vested and eligible for the full pension benefits provided by your employer?

1 Employer does not have a pension plan.
2 I don't know.
3 5 Years.
4 10 Years.
5 15 Years.
6 Rule of 45 (age plus years of service).
7 Other (not listed).
8 Not Applicable (self-employed/unemployed/retired/student).

W. Vacation Benefits. How many days of paid vacation do you receive annually?

1 Under 10 days.
2 10 days.
3 11 - 14 days.
4 15 days.
5 16 - 19 days.
6 20 days.
7 21 - 24 days.
8 25 days or more.
9 Not Applicable (self-employed/unemployed/retired/student).

Reference Sheet

LEVELS OF PROFESSIONAL RESPONSIBILITY

[1] ENGINEER I/II

Typical Duties & Responsibilities: Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes.
Direction Received: Supervisor screens assignments for unusual or difficult problems and selects techniques and procedures to be applied on nonroutine work. Receives close supervision on new aspects of assignments.
Responsibility for Direction of Others: May be assisted by a few aides or technicians.

[2] ENGINEER III

Typical Duties & Responsibilities: Performs work which involves conventional types of plans, investigations, surveys, structures, or equipment with relatively few complex features for which there are precedents. Assignments usually include one or more of the following: Equipment design and development, test of materials, preparation of specifications, process study, research investigations, report preparation, and other activities of limited scope requiring knowledge of principles and techniques commonly employed in the specific narrow area of assignments.
Direction Received: Receives instructions on specific assignment objectives, complex features, and possible solutions. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.
Responsibility for Direction of Others: May supervise or coordinate the work of draftsmen, technicians, and others who assist in specific assignments.

[3] ENGINEER IV

Typical Duties & Responsibilities: Plans, schedules, conducts, or coordinates detailed phases of the engineering work in a part of a major project or in a total project of moderate scope. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of principles and practices of related specialties.
Direction Received: Independently performs most assignments with instructions as to the general results expected. Receives technical guidance on unusual or complex problems and supervisory approval on proposed plans for projects.
Responsibility for Direction of Others: May supervise or coordinate the work of engineers, draftsmen, technicians, and others who assist in specific assignments.

[4] ENGINEER V

Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity, plans, develops, coordinates, and directs a large and important engineering project or a number of small projects with many complex features. A substantial portion of the work supervised is comparable to that described for engineer IV. (2) As individual researcher or worker, carries out complex or novel assignments requiring the development of new or improved techniques and procedures. Work is expected to result in the development of new or improved techniques and procedures. Work is expected to result in the development of new or refined equipment, materials, processes, products, and/or scientific methods. (3) As staff specialist, develops and evaluates plans and criteria for a variety of projects and activities to be carried out by others. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment when necessary data are insufficient or confirmation by testing is advisable. Usually performs as a staff advisor and consultant as to a technical speciality, a type of facility or equipment, or a program function.
Direction Received: Supervision and guidance relate largely to overall objectives, critical issues, new concepts, and policy matters. Consults with supervisor concerning unusual problems and developments.
Responsibility for Direction of Others: Supervises, coordinates, and reviews the work of a small staff of engineers and technicians, estimates manpower needs and schedules and assigns work to meet completion date. Or, as individual researcher or staff specialist may be assisted on projects by other engineers or technicians.

[5] ENGINEER VI

Typical Duties & Responsibilities: One or more of the following: (1) In a supervisory capacity (a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or (b) is responsible for the entire engineering program of an organization when the program is of limited complexity and scope. The extent of his responsibilities generally require a few (3 to 5) subordinate supervisors or team leaders with at least one in a position comparable to level V. (2) As individual researcher or worker conceives, plans, and conducts research in problem areas of considerable scope and complexity. The problems must be approached through a series of complete and conceptually related studies, are difficult to define, require unconventional or novel approaches, and require sophisticated research techniques.

[5] ENGINEER VI (Con't)

Available guides and precedents contain critical gaps, are only partially related to the problem, or may be largely lacking due to the novel character of the project. At this level, the individual researcher generally will have contributed inventions, new designs, or techniques which are of material significance in the solution of important problems. (3) As a staff specialist serves as the technical specialist for the organization (division or company) in the application of advanced theories, concepts, principles, and processes for an assigned area of responsibility (i.e., subject matter, function, type of facility or equipment, or product). Keeps abreast of new scientific methods and developments affecting his organization for the purpose of recommending changes in emphasis of programs or new programs warranted by such developments.
Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.
Responsibility for Direction of Others: Plans, organizes, and supervises the work of a staff of engineers and technicians. Evaluates progress of the staff and results obtained, and recommends major changes to achieve overall objectives. Or, as individual research or staff specialist may be assisted on individual projects by other engineers or technicians.

[6] ENGINEER VII

Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity is responsible for (a) an important segment of the engineering program of an organization with extensive and diversified engineering requirements, or (b) the entire engineering program of an organization when it is more limited in scope. The overall engineering program contains critical problems the solution of which requires major technological advances and opens the way for extensive related development. The extent of his responsibilities generally requires several subordinate organizational segments or teams. Recommends facilities, personnel, and funds required to carry out programs which are directly related with and directed toward fulfillment of overall organization objectives. (2) As individual researcher and consultant is a recognized leader and authority in his organization in a broad area of specialization or in a narrow but intensely specialized field. Selects research problems to further the organization's objectives. Conceives and plans investigations of broad areas of considerable novelty and importance for which engineering precedents are lacking in areas critical to the overall engineering program. Is consulted extensively by associates and others with a high degree of reliance placed on his scientific interpretations and advice. Typically, will have contributed inventions, new designs, or techniques which are regarded as major advances in the field.
Direction Received: Supervision received is essentially administrative, with assignments given in terms of broad general objectives and limits.
Responsibility for Direction of Others: Directs several subordinate supervisors or team leaders, some of whom are in positions comparable to Engineer VI, or, as individual researcher and consultant, may be assisted on individual projects by other engineers and technicians.

[7] ENGINEER VIII

Typical Duties & Responsibilities: One or both of the following: (1) In a supervisory capacity is responsible for (a) an important segment of a very extensive and highly diversified engineering program, or, (b) the entire engineering program when the program is of moderate scope. The programs are of such complexity that they are of critical importance to overall objectives, include problems of extraordinary difficulty that often have resisted solution, and consist of several segments requiring subordinate supervisors. Is responsible for deciding the kind and extent of engineering and related programs needed for accomplishing the objectives of the organization, for choosing the scientific approaches, for planning and organizing facilities and programs, and for interpreting results. (2) As individual researcher and consultant, formulates and guides the attack on problems of exceptional difficulty and marked importance to the organization or industry. Problems are characterized by their lack of scientific precedents and source material, or lack of success of prior research and analysis so that their solution would represent an advance of great significance and importance. Performs advisory and consulting work for the organization as a recognized authority for broad program areas or in an intensely specialized area of considerable novelty and importance.
Direction Received: Receives general administrative direction.
Responsibility for Direction of Others: Supervises several subordinate supervisors or team leaders, some of whose positions are comparable to Engineer VII, or individual researchers some of whose positions are comparable to Engineer VII and sometimes Engineer VIII. As an individual researcher and consultant may be assisted on individual projects by other engineers or technicians.

[8] ENGINEER IX

Typical Duties & Responsibilities: An engineer in this level is either (1) in charge of programs so extensive and complex as to require staff and resources of sizeable magnitude (e.g., research and development, a department of government responsible for extensive engineering programs, or the major component of an organization responsible for the engineering required to meet the objectives of the organization); or (2) is an individual researcher or consultant who is recognized as national and/or international authority and leader in an area of engineering or scientific interest and investigation.

Continued Overleaf

INDUSTRY OR SERVICE OF EMPLOYER

MANUFACTURING/EXTRACTIVE EMPLOYERS

01	Aerospace & Aircraft Products.
02	Apparel & Other Textile Products (excluding 17 below).
03	Chemical, Pharmaceutical & Allied Products (excluding 14 below).
04	Electrical & Electronic Equipment.
05	Fabricated Metal Products.
06	Food & Kindred Products.
07	Furniture & Wood Products.
08	Instruments & Related Products.
09	Machinery (except electrical).
10	Paper & Allied Products.
11	Petroleum & Coal Products.
12	Primary Metal Industries.
13	Printing & Publishing.
14	Rubber & Plastic Products.
15	Stone, Clay & Glass Products.
16	Transportation Equipment (excluding 01 above) (automotive, farm, marine & railroad equipment, parts & accessories).
17	Textile Mill Products (excluding 02 above).
18	Other (Please post code number on Survey Reply Card and describe your employer in the space provided under "Other Responses" on the Survey Reply Card.)

NON-MANUFACTURING/EXTRACTIVE EMPLOYERS

30	Banks & Financial Organizations.
31	Colleges & Universities
32	Communication Services.
33	Construction Contracting.
34	Consultants (engineering or architectural).
35	Engineering Services (excluding 34 above).
36	Government - Federal & Armed Forces.
37	Government - State.
38	Government - Local (cities, counties, etc.).
39	Health Care Organizations (hospitals, nursing homes, etc.).
40	Insurance Companies.
41	Merchandising (wholesale & retail).
42	Research Organizations & Laboratories (excluding 31 above).
43	Transportation Services (air, railroad, trucking, water, warehousing).
44	Utilities - Electric.
45	Utilities - Gas & Pipelines.
46	Utilities - Other.
47	Other (Please post code number on Survey Reply Card and describe your employer in the space provided under "Other Responses" on the Survey Reply Card.)

LEVELS OF SUPERVISORY/MANAGERIAL RESPONSIBILITY

01	Non-managerial positions. No consistent supervisory responsibility.
02	Directly supervise 1-3 engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, production and/or maintenance employees).
03	Directly supervise 4-9 engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, production and/or maintenance employees).
04	Directly or indirectly supervise 10-49 engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, production and/or maintenance employees).
05	Direct the activities of 50 or more engineers, scientists and/or technologists (without significant involvement in directing the activities of clerical, production and/or maintenance employees).
06	Directly supervise 1-9 clerical, production and/or maintenance employees (but no professional employees).
07	Directly or indirectly supervise 10-49 clerical, production and/or maintenance employees (and necessary professional and/or managerial personnel).
08	Direct the activities of 50-99 clerical, production and/or maintenance employees (and necessary professional and/or managerial personnel).
09	Direct the activities of 100-249 clerical, production and/or maintenance employees (and necessary professional and/or managerial personnel).
10	Direct the activities of 250-499 clerical, production and/or maintenance employees (and necessary professional and/or managerial personnel).
11	Direct the activities of 500 or more clerical, production and/or maintenance employees (and necessary professional and/or managerial personnel).

GEOGRAPHIC AREAS

REGION 1

01	Connecticut
02	Delaware
03	District of Columbia
04	Maine
05	Maryland
06	Massachusetts
07	New Hampshire
08	New Jersey
09	New York
10	Pennsylvania
11	Rhode Island
12	Vermont

REGION 2

20	Alabama
21	Florida
22	Georgia
23	Mississippi
24	North Carolina
25	Puerto Rico
26	South Carolina
27	Tennessee
28	Virginia
29	Canal Zone

REGION 3

30	Illinois
31	Indiana
32	Kentucky
33	Michigan
34	Ohio
35	West Virginia
36	Wisconsin

REGION 4

40	Iowa
41	Kansas
42	Minnesota
43	Missouri
44	Nebraska
45	North Dakota
46	South Dakota

REGION 5

50	Arkansas
51	Colorado
52	Louisiana
53	New Mexico
54	Oklahoma
55	Texas
56	Wyoming

REGION 6

60	Alaska
61	Arizona
62	California
63	Guam
64	Hawaii
65	Idaho
66	Montana
67	Nevada
68	Oregon
69	Utah
70	Washington

METROPOLITAN AREAS

01	Atlanta (GA) & Vicinity
02	Baltimore (MD) & Vicinity
03	Boston (MA) & Vicinity
04	Chicago (IL) & Vicinity
05	Cleveland (OH) & Vicinity
06	Columbus (OH) & Vicinity
07	Dallas/Ft. Worth (TX) & Vicinity
08	Denver/Colorado Springs (CO) & Vicinity
09	Detroit (MI) & Vicinity
10	Houston (TX) & Vicinity
11	Indianapolis (IN) & Vicinity
12	Jacksonville (FL) & Vicinity
13	Kansas City (MO/KS) & Vicinity
14	Los Angeles/Long Beach (CA) & Vicinity
15	Memphis (TN) & Vicinity
16	Milwaukee (WI) & Vicinity
17	Minneapolis/St. Paul (MN) & Vicinity
18	Nassau/Suffolk Counties (NY)
19	Newark/Jersey City (NJ) & Vicinity
20	New Orleans (LA) & Vicinity
21	New York City (NY)
22	Philadelphia (PA/NJ) & Vicinity
23	Phoenix (AZ) & Vicinity
24	Pittsburgh (PA) & Vicinity
25	St. Louis (MO) & Vicinity
26	San Antonio (TX) & Vicinity
27	San Diego (CA) & Vicinity
28	San Francisco/Oakland (CA) & Vicinity
29	Seattle (WA) & Vicinity
30	Washington (DC/MD/VA) & Vicinity

99 None of the above ....

99 None of the above ....

99 None of the above ....

Appendix B

Highest Degree Earned and Length of Experience

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Less than a BA/BS Degree	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	131	$19,417	$4,736	$18,400	$17,290	$20,160
MA/MS Degree (not MBA or engineering)	1	- - - -	- - - -	- - - -	- - - -	- - - -
MBA Degree	7	$19,179	$1,442	$19,200	$18,000	$20,000
M.S. Degree in engineering	11	$18,976	$3,157	$18,300	$17,800	$21,000
Doctorate	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Less than a BA/BS Degree	0	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	178	$20,225	$12,734	$18,607	$17,200	$20,300
MA/MS Degree (not MBA or engineering)	2	- - - -	- - - -	- - - -	- - - -	- - - -
MBA Degree	0	- - - -	- - - -	- - - -	- - - -	- - - -
M.S. Degree in engineering	34	$20,058	$3,522	$18,888	$17,500	$22,050
Doctorate	1	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Less than a BA/BS Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	337	$20,304	$7,347	$19,572	$17,710	$21,360
MA/MS Degree (not MBA or engineering)	5	$19,874	$4,202	$20,000	$15,366	$24,300
MBA Degree	4	- - - -	- - - -	- - - -	- - - -	- - - -
M.S. Degree in engineering	70	$24,059	$24,173	$20,925	$19,068	$23,997
Doctorate	7	$23,265	$4,467	$20,150	$19,600	$29,040
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Less than a BA/BS Degree	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	347	$21,293	$5,825	$20,600	$18,795	$22,800
MA/MS Degree (not MBA or engineering)	6	$21,906	$3,538	$20,770	$18,800	$26,000
MBA Degree	4	- - - -	- - - -	- - - -	- - - -	- - - -
M.S. Degree in engineering	69	$22,064	$3,847	$21,500	$20,130	$23,524
Doctorate	4	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Less than a BA/BS Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	4	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	10	$23,622	$7,708	$21,750	$18,675	$24,000
B.S. Degree (engineering)	326	$22,403	$5,060	$21,570	$19,500	$24,300
MA/MS Degree (not MBA or engineering)	11	$23,027	$3,418	$24,700	$20,700	$26,376
MBA Degree	17	$26,467	$12,680	$23,480	$21,800	$25,547
M.S. Degree in engineering	110	$23,463	$4,180	$23,000	$20,600	$26,000
Doctorate	6	$28,198	$3,307	$28,410	$25,500	$31,500
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Less than a BA/BS Degree	28	$23,628	$5,847	$24,263	$19,220	$26,700
B.A. Degree	26	$30,320	$8,238	$27,000	$25,000	$34,800
B.S. Degree (non-engineering)	34	$27,476	$10,173	$23,086	$21,600	$30,000
B.S. Degree (engineering)	2,136	$26,810	$18,127	$24,973	$22,000	$28,296
MA/MS Degree (not MBA or engineering)	66	$26,658	$5,787	$24,950	$22,700	$30,168
MBA Degree	133	$30,083	$13,875	$28,300	$24,168	$32,143
M.S. Degree in engineering	707	$27,208	$7,202	$26,150	$23,460	$29,375
Doctorate	70	$30,507	$8,054	$28,550	$24,000	$35,000
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Less than a BA/BS Degree	61	$27,671	$7,695	$28,300	$21,550	$32,200
B.A. Degree	35	$37,149	$16,921	$31,050	$26,500	$40,400
B.S. Degree (non-engineering)	29	$30,024	$9,117	$26,950	$24,500	$31,425
B.S. Degree (engineering)	1,323	$31,713	$12,288	$29,500	$25,526	$34,900
MA/MS Degree (not MBA or engineering)	116	$32,896	$10,771	$31,600	$25,900	$36,135
MBA Degree	136	$35,335	$20,432	$32,000	$28,244	$37,300
M.S. Degree in engineering	593	$33,250	$10,710	$30,732	$27,000	$36,440
Doctorate	126	$35,758	$9,500	$34,200	$30,000	$40,000
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Less than a BA/BS Degree	107	$32,351	$16,082	$29,200	$25,013	$35,576
B.A. Degree	42	$40,907	$18,705	$34,900	$30,000	$49,075
B.S. Degree (non-engineering)	34	$40,212	$29,336	$33,540	$27,000	$42,000
B.S. Degree (engineering)	1,406	$37,662	$19,542	$33,000	$28,407	$40,000
MA/MS Degree (not MBA or engineering)	75	$37,150	$14,801	$33,964	$28,880	$40,580
MBA Degree	123	$43,382	$40,303	$34,000	$30,200	$42,900
M.S. Degree in engineering	525	$38,765	$26,230	$35,000	$29,497	$41,988
Doctorate	125	$42,862	$19,769	$37,900	$32,154	$48,000
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Less than a BA/BS Degree	134	$35,617	$18,295	$30,000	$25,600	$38,000
B.A. Degree	66	$45,999	$28,283	$36,000	$30,000	$52,000
B.S. Degree (non-engineering)	49	$44,180	$37,703	$35,000	$25,167	$44,750
B.S. Degree (engineering)	1,501	$42,207	$27,933	$35,000	$29,602	$45,763
MA/MS Degree (not MBA or engineering)	88	$40,348	$15,319	$36,933	$30,000	$45,000
MBA Degree	92	$48,391	$29,622	$40,000	$34,000	$50,305
M.S. Degree in engineering	407	$44,605	$37,405	$37,207	$31,538	$45,000
Doctorate	130	$41,077	$16,440	$38,576	$32,400	$44,460
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
Less than a BA/BS Degree	160	$42,943	$42,534	$33,000	$28,950	$41,310
B.A. Degree	95	$53,438	$94,322	$37,816	$31,000	$55,000
B.S. Degree (non-engineering)	63	$39,402	$19,603	$35,000	$30,000	$44,936
B.S. Degree (engineering)	2,013	$44,046	$32,481	$37,000	$30,360	$47,700
MA/MS Degree (not MBA or engineering)	99	$39,156	$16,608	$35,950	$29,750	$45,000
MBA Degree	77	$52,401	$52,428	$42,000	$35,100	$52,300
M.S. Degree in engineering	457	$43,111	$20,519	$38,500	$31,000	$47,700
Doctorate	130	$44,484	$23,236	$40,811	$34,000	$47,800
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200
Less than a BA/BS Degree	232	$42,638	$28,882	$33,813	$27,500	$45,000
B.A. Degree	132	$57,412	$50,016	$42,000	$31,710	$60,600
B.S. Degree (non-engineering)	79	$50,958	$72,296	$37,400	$28,500	$50,700

Continued

Highest Degree Earned and Length of Experience

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
B.S. Degree (engineering)	2,354	$49,866	$44,784	$39,600	$31,128	$53,378
MA/MS Degree (not MBA or engineering)	119	$47,066	$29,303	$40,000	$30,464	$50,000
MBA Degree	65	$44,587	$19,048	$39,500	$31,600	$51,770
M.S. Degree in engineering	551	$47,165	$33,718	$38,800	$31,416	$51,000
Doctorate	176	$47,636	$36,111	$42,100	$34,275	$50,055

Highest Degree Earned and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aeronautical & Aerospace	236	$36,492	$19,652	$33,834	$27,477	$40,875
Less than a BA/BS Degree	6	$31,758	$6,989	$32,188	$24,336	$35,000
B.A. Degree	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	98	$32,847	$12,293	$32,125	$24,000	$37,210
MA/MS Degree (not MBA or engineering)	12	$42,242	$24,845	$35,050	$29,005	$45,000
MBA Degree	7	$38,034	$9,714	$39,312	$28,000	$47,900
M.S. Degree in engineering	74	$36,371	$10,783	$34,877	$29,500	$41,256
Doctorate	28	$42,355	$12,611	$38,876	$33,300	$47,055
Agricultural	186	$31,117	$12,831	$28,163	$22,000	$37,000
Less than a BA/BS Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	0	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	95	$30,438	$15,173	$25,100	$20,703	$33,800
MA/MS Degree (not MBA or engineering)	11	$33,297	$7,372	$35,208	$25,300	$40,100
MBA Degree	0	- - - -	- - - -	- - - -	- - - -	- - - -
M.S. Degree in engineering	45	$28,064	$7,502	$26,600	$21,968	$33,626
Doctorate	30	$36,047	$9,290	$34,200	$29,800	$40,721
Chemical	723	$41,946	$31,102	$35,000	$27,000	$45,000
Less than a BA/BS Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	11	$43,130	$17,481	$35,000	$28,750	$60,000
B.S. Degree (non-engineering)	10	$45,728	$26,797	$37,380	$31,000	$45,000
B.S. Degree (engineering)	387	$40,003	$28,879	$33,175	$24,975	$42,500
MA/MS Degree (not MBA or engineering)	25	$45,554	$33,312	$39,400	$30,648	$45,426
MBA Degree	37	$38,188	$12,839	$34,000	$30,500	$40,250
M.S. Degree in engineering	146	$42,520	$29,449	$35,225	$27,600	$45,382
Doctorate	102	$48,864	$43,942	$40,098	$32,600	$52,000
Civil	7,332	$36,845	$31,745	$30,160	$24,641	$40,000
Less than a BA/BS Degree	324	$36,780	$31,157	$30,000	$24,980	$37,900
B.A. Degree	182	$50,223	$75,948	$35,125	$27,684	$51,600
B.S. Degree (non-engineering)	117	$39,543	$60,094	$29,900	$24,270	$37,600
B.S. Degree (engineering)	4,763	$35,941	$29,485	$30,000	$24,000	$39,341
MA/MS Degree (not MBA or engineering)	216	$37,389	$17,824	$32,700	$25,984	$42,000
MBA Degree	149	$42,117	$44,420	$31,908	$25,268	$42,500
M.S. Degree in engineering	1,303	$36,823	$26,508	$31,000	$25,200	$40,000
Doctorate	208	$39,286	$16,475	$36,735	$30,000	$43,750
Electrical & Electronic	3,210	$35,756	$22,346	$31,512	$25,920	$39,650
Less than a BA/BS Degree	106	$34,895	$16,177	$31,000	$25,086	$37,000
B.A. Degree	64	$41,724	$20,323	$37,750	$27,000	$47,900
B.S. Degree (non-engineering)	49	$37,613	$14,730	$34,800	$27,240	$43,370
B.S. Degree (engineering)	2,146	$35,422	$22,626	$31,000	$25,400	$39,155
MA/MS Degree (not MBA or engineering)	82	$34,667	$10,893	$34,605	$26,500	$39,900
MBA Degree	149	$39,921	$39,806	$32,000	$27,156	$41,000
M.S. Degree in engineering	464	$35,035	$18,162	$32,000	$26,348	$38,994
Doctorate	130	$37,959	$15,728	$35,950	$29,540	$43,600
Industrial	529	$36,571	$20,893	$32,000	$25,424	$40,000
Less than a BA/BS Degree	27	$49,042	$44,044	$30,500	$27,040	$49,000
B.A. Degree	10	$36,184	$7,892	$36,050	$32,000	$39,676
B.S. Degree (non-engineering)	14	$40,624	$31,643	$29,465	$25,620	$42,876
B.S. Degree (engineering)	306	$34,833	$18,072	$30,500	$24,046	$37,680
MA/MS Degree (not MBA or engineering)	19	$35,042	$10,177	$32,750	$28,808	$38,500
MBA Degree	47	$36,341	$16,004	$32,000	$28,956	$41,310
M.S. Degree in engineering	71	$37,478	$22,321	$32,500	$25,800	$41,000
Doctorate	31	$40,585	$16,493	$38,000	$27,500	$48,000
Mechanical	3,758	$38,587	$28,363	$32,000	$26,000	$41,192
Less than a BA/BS Degree	145	$39,727	$26,860	$32,700	$26,984	$41,700
B.A. Degree	78	$46,476	$33,073	$34,802	$30,000	$46,200
B.S. Degree (non-engineering)	51	$38,211	$21,241	$33,696	$23,100	$44,000
B.S. Degree (engineering)	2,496	$38,907	$31,428	$31,500	$25,047	$41,095
MA/MS Degree (not MBA or engineering)	84	$34,699	$15,190	$30,987	$26,500	$39,250
MBA Degree	156	$39,439	$18,929	$34,450	$29,722	$41,966
M.S. Degree in engineering	599	$36,494	$18,474	$32,000	$26,500	$40,000
Doctorate	108	$38,713	$18,524	$36,717	$30,050	$43,204
Metallurgical & Materials	133	$35,466	$17,789	$30,000	$24,638	$39,500
Less than a BA/BS Degree	0	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	75	$35,270	$19,033	$30,000	$24,000	$37,596
MA/MS Degree (not MBA or engineering)	5	$31,223	$7,925	$28,664	$23,740	$39,985
MBA Degree	7	$34,837	$9,944	$32,100	$26,760	$46,000
M.S. Degree in engineering	23	$30,920	$11,177	$28,800	$24,804	$35,520
Doctorate	15	$40,369	$14,282	$37,650	$27,617	$48,000
Nuclear	174	$38,154	$24,005	$34,208	$29,000	$43,300
Less than a BA/BS Degree	3	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	1	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	75	$34,624	$12,900	$31,460	$24,700	$41,655
MA/MS Degree (not MBA or engineering)	5	$52,448	$38,496	$41,184	$22,229	$88,300
MBA Degree	6	$38,387	$7,548	$37,000	$33,624	$45,000
M.S. Degree in engineering	53	$37,485	$10,275	$37,027	$30,618	$43,400
Doctorate	26	$37,895	$9,488	$36,122	$32,500	$42,000
Petroleum & Mining	455	$49,281	$45,177	$38,000	$30,000	$52,690
Less than a BA/BS Degree	8	$37,093	$17,358	$33,070	$25,500	$41,700
B.A. Degree	12	$74,041	$69,185	$41,343	$35,000	$91,325
B.S. Degree (non-engineering)	12	$43,974	$14,435	$41,456	$35,000	$49,750
B.S. Degree (engineering)	328	$49,661	$43,492	$38,425	$30,000	$53,150
MA/MS Degree (not MBA or engineering)	12	$37,907	$16,807	$37,698	$24,140	$47,140
MBA Degree	13	$47,528	$17,944	$50,000	$34,985	$61,250
M.S. Degree in engineering	50	$50,755	$66,575	$36,090	$29,400	$50,000
Doctorate	11	$41,577	$15,623	$37,908	$25,000	$54,040

Continued

Highest Degree Earned and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Sanitary	857	$38,301	$40,737	$30,500	$24,350	$41,000
Less than a BA/BS Degree	15	$32,845	$11,327	$30,250	$23,000	$41,220
B.A. Degree	8	$57,929	$35,579	$37,209	$31,020	$85,000
B.S. Degree (non-engineering)	6	$34,753	$12,876	$35,510	$22,500	$40,000
B.S. Degree (engineering)	333	$40,949	$55,070	$30,953	$23,550	$43,200
MA/MS Degree (not MBA or engineering)	46	$36,410	$22,438	$31,051	$24,610	$48,000
MBA Degree	13	$39,306	$19,705	$33,050	$28,155	$50,000
M.S. Degree in engineering	391	$35,775	$30,090	$30,000	$24,096	$37,420
Doctorate	40	$37,498	$11,230	$34,500	$29,770	$42,900

Highest Degree Earned and Job Function

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Construction Supervision	1,227	$33,938	$42,608	$28,400	$23,400	$35,600
Less than a BA/BS Degree	56	$31,572	$13,621	$30,000	$25,007	$32,312
B.A. Degree	31	$63,004	$161,859	$30,000	$25,100	$40,900
B.S. Degree (non-engineering)	23	$41,497	$45,608	$26,950	$24,240	$37,000
B.S. Degree (engineering)	910	$32,892	$35,984	$28,103	$22,982	$35,560
MA/MS Degree (not MBA or engineering)	27	$34,075	$18,207	$29,460	$22,735	$38,000
MBA Degree	39	$36,457	$36,422	$29,408	$24,000	$32,480
M.S. Degree in engineering	126	$32,066	$11,350	$29,020	$25,000	$36,000
Doctorate	2	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	4,515	$39,360	$28,267	$33,000	$25,512	$44,800
Less than a BA/BS Degree	204	$40,611	$37,592	$31,865	$25,950	$41,828
B.A. Degree	100	$49,377	$29,263	$41,700	$30,500	$57,900
B.S. Degree (non-engineering)	78	$35,109	$14,313	$30,850	$25,000	$40,500
B.S. Degree (engineering)	2,722	$38,953	$26,702	$33,000	$25,000	$45,000
MA/MS Degree (not MBA or engineering)	157	$36,998	$16,965	$33,100	$26,000	$42,780
MBA Degree	101	$48,140	$59,909	$37,000	$31,163	$50,000
M.S. Degree in engineering	976	$38,106	$26,375	$32,000	$25,200	$42,000
Doctorate	137	$45,663	$24,542	$38,480	$30,150	$52,775
Design	3,474	$28,727	$16,577	$26,750	$22,200	$32,000
Less than a BA/BS Degree	128	$27,799	$7,730	$27,500	$22,150	$32,700
B.A. Degree	56	$32,403	$11,007	$30,000	$26,415	$35,000
B.S. Degree (non-engineering)	47	$28,014	$8,260	$25,080	$22,000	$33,696
B.S. Degree (engineering)	2,389	$28,133	$15,743	$26,000	$21,600	$31,390
MA/MS Degree (not MBA or engineering)	73	$29,744	$7,455	$29,000	$23,750	$34,355
MBA Degree	78	$29,388	$6,348	$28,800	$24,000	$33,240
M.S. Degree in engineering	652	$30,413	$22,433	$27,500	$24,000	$33,405
Doctorate	22	$36,497	$8,275	$35,722	$29,280	$41,100
Executive/Administrative	5,732	$47,122	$36,697	$38,186	$31,000	$50,000
Less than a BA/BS Degree	238	$45,244	$31,585	$35,444	$27,925	$50,000
B.A. Degree	162	$53,411	$34,925	$42,000	$34,270	$60,000
B.S. Degree (non-engineering)	97	$53,348	$66,598	$38,000	$30,000	$55,500
B.S. Degree (engineering)	3,588	$47,580	$39,414	$38,000	$30,500	$50,000
MA/MS Degree (not MBA or engineering)	173	$45,830	$26,581	$39,400	$30,432	$49,210
MBA Degree	275	$44,962	$24,154	$38,500	$32,000	$49,400
M.S. Degree in engineering	934	$44,534	$27,741	$38,000	$31,300	$49,000
Doctorate	209	$49,708	$33,486	$44,000	$38,450	$52,000
Production, Quality Control, Maintenance, etc.	1,193	$29,356	$10,155	$27,300	$23,110	$33,198
Less than a BA/BS Degree	36	$28,862	$5,917	$27,942	$25,100	$31,662
B.A. Degree	22	$33,419	$9,467	$32,180	$25,932	$37,816
B.S. Degree (non-engineering)	25	$29,769	$7,984	$28,680	$23,960	$34,900
B.S. Degree (engineering)	868	$28,952	$10,195	$26,814	$22,800	$32,910
MA/MS Degree (not MBA or engineering)	27	$31,647	$12,995	$27,500	$24,000	$40,619
MBA Degree	59	$31,466	$15,135	$28,500	$24,050	$34,600
M.S. Degree in engineering	130	$29,401	$6,226	$28,434	$24,500	$33,600
Doctorate	15	$36,143	$13,278	$31,758	$25,000	$45,000
Research & Development	1,080	$33,681	$18,002	$31,500	$26,000	$37,780
Less than a BA/BS Degree	20	$36,723	$12,882	$34,900	$27,724	$37,042
B.A. Degree	11	$32,465	$8,998	$30,000	$28,720	$36,724
B.S. Degree (non-engineering)	13	$54,603	$59,731	$36,000	$32,450	$45,500
B.S. Degree (engineering)	451	$31,246	$10,728	$29,000	$24,200	$36,000
MA/MS Degree (not MBA or engineering)	63	$33,834	$9,276	$33,000	$28,500	$38,320
MBA Degree	28	$32,709	$7,107	$30,256	$27,573	$37,955
M.S. Degree in engineering	346	$34,191	$23,778	$32,000	$26,400	$38,280
Doctorate	141	$38,036	$15,088	$35,900	$31,357	$40,508
Sales	415	$38,698	$26,890	$33,500	$26,500	$42,500
Less than a BA/BS Degree	10	$27,099	$6,706	$26,736	$23,040	$32,000
B.A. Degree	11	$34,818	$9,898	$37,000	$26,500	$44,000
B.S. Degree (non-engineering)	5	$32,812	$14,368	$23,400	$21,200	$49,130
B.S. Degree (engineering)	294	$39,624	$30,385	$33,250	$26,400	$43,200
MA/MS Degree (not MBA or engineering)	10	$39,337	$9,190	$35,000	$35,000	$50,000
MBA Degree	28	$39,605	$21,386	$34,275	$28,885	$40,000
M.S. Degree in engineering	53	$37,173	$13,499	$35,000	$27,450	$44,000
Doctorate	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	406	$31,460	$11,869	$30,000	$24,950	$36,000
Less than a BA/BS Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.A. Degree	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (non-engineering)	2	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	32	$29,133	$23,874	$25,396	$20,050	$30,150
MA/MS Degree (not MBA or engineering)	21	$30,562	$6,962	$28,800	$25,235	$36,800
MBA Degree	4	- - - -	- - - -	- - - -	- - - -	- - - -
M.S. Degree in engineering	104	$27,808	$8,265	$25,925	$22,208	$32,250
Doctorate	235	$33,264	$9,092	$32,300	$26,400	$38,700

Highest Degree Earned and Registration Status of Respondent

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Less than a BA/BS Degree	742	$37,813	$28,328	$31,000	$25,500	$40,000
Professional Engineer & Registered Land Surveyor	130	$38,226	$23,408	$30,560	$25,450	$40,000
Professional Engineer	524	$37,742	$23,925	$31,500	$26,280	$40,000
Engineer-in-Training/Engineer Intern	20	$22,376	$6,574	$21,430	$17,000	$25,107
No professional registration or certification	12	$35,338	$23,421	$26,850	$24,650	$37,100
B.A. Degree	416	$48,296	$55,798	$36,000	$29,000	$50,970
Professional Engineer & Registered Land Surveyor	80	$62,995	$110,971	$38,343	$29,517	$55,750
Professional Engineer	303	$46,139	$29,914	$36,500	$30,000	$51,600
Engineer-in-Training/Engineer Intern	17	$26,967	$9,545	$24,700	$20,100	$31,600
No professional registration or certification	9	$35.404	$26,252	$29,000	$18,520	$40,300

Continued

Highest Degree Earned and Registration Status of Respondent

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
B.S. Degree (non-engineering)	310	$40,578	$43,535	$31,787	$25,100	$42,000
Professional Engineer & Registered Land Surveyor	45	$39,124	$26,051	$31,287	$27,000	$41,500
Professional Engineer	226	$43,347	$49,018	$33,982	$26,500	$44,936
Engineer-in-Training/Engineer Intern	18	$22,381	$7,549	$19,900	$18,000	$23,400
No professional registration or certification	4	- - - -	- - - -	- - - -	- - - -	- - - -
B.S. Degree (engineering)	12,211	$37,314	$29,629	$31,000	$24,840	$40,168
Professional Engineer & Registered Land Surveyor	1,415	$43,368	$43,084	$34,980	$27,516	$47,000
Professional Engineer	8,812	$39,197	$28,423	$32,804	$26,750	$42,000
Engineer-in-Training/Engineer Intern	1,598	$22,925	$16,531	$20,760	$18,575	$24,000
No professional registration or certification	267	$30,143	$16,495	$26,248	$21,000	$33,000
MA/MS Degree (not MBA or engineering)	604	$37,428	$19,086	$33,000	$26,450	$41,670
Professional Engineer & Registered Land Surveyor	69	$42,510	$23,567	$35,370	$29,000	$45,000
Professional Engineer	490	$37,365	$17,945	$33,605	$27,100	$41,700
Engineer-in-Training/Engineer Intern	27	$22,865	$4,637	$21,650	$20,000	$25,800
No professional registration or certification	2	- - - -	- - - -	- - - -	- - - -	- - - -
MBA Degree	673	$39,893	$31,012	$33,400	$28,093	$42,204
Professional Engineer & Registered Land Surveyor	44	$55,539	$73,162	$35,040	$29,134	$49,050
Professional Engineer	563	$39,810	$26,133	$33,933	$28,956	$42,900
Engineer-in-Training/Engineer Intern	47	$27,662	$11,882	$25,200	$20,400	$30,100
No professional registration or certification	11	$36,586	$9,119	$35,000	$31,755	$37,000
M.S. Degree in engineering	3,580	$36,810	$24,509	$32,000	$26,000	$40,000
Professional Engineer & Registered Land Surveyor	324	$41,874	$30,493	$34,146	$27,948	$45,980
Professional Engineer	2,922	$37,463	$24,026	$32,693	$26,936	$40,700
Engineer-in-Training/Engineer Intern	276	$23,833	$13,287	$22,000	$19,300	$25,170
No professional registration or certification	38	$34,292	$27,502	$30,282	$24,100	$34,500
Doctorate	800	$41,180	$23,257	$37,404	$30,476	$45,000
Professional Engineer & Registered Land Surveyor	82	$48,142	$50,435	$36,900	$30,250	$49,300
Professional Engineer	671	$40,817	$17,651	$37,650	$31,020	$45,000
Engineer-in-Training/Engineer Intern	29	$32,677	$15,911	$29,040	$22,628	$38,150
No professional registration or certification	11	$37,636	$8,929	$36,000	$30,000	$43,600

Length of Experience and Level of Professional Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Engineer I/II	87	$18,757	$3,134	$18,200	$17,200	$20,076
Engineer III	49	$19,159	$3,733	$18,640	$17,498	$20,550
Engineer IV	7	$18,900	$2,887	$18,300	$16,200	$20,000
Engineer V	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VI	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VII	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VIII	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IX	0	- - - -	- - - -	- - - -	- - - -	- - - -
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Engineer I/II	76	$20,146	$15,888	$18,493	$16,960	$19,960
Engineer III	104	$19,711	$8,747	$18,575	$17,500	$20,337
Engineer IV	26	$20,051	$4,202	$20,199	$18,000	$21,480
Engineer V	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VI	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VII	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VIII	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IX	0	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Engineer I/II	86	$18,688	$3,361	$18,170	$16,500	$20,173
Engineer III	193	$20,003	$3,233	$19,600	$17,970	$21,066
Engineer IV	121	$23,780	$21,208	$20,760	$19,000	$23,100
Engineer V	19	$21,220	$6,672	$19,875	$18,000	$21,800
Engineer VI	4	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VII	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VIII	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IX	0	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Engineer I/II	41	$19,318	$3,004	$18,720	$17,560	$20,969
Engineer III	176	$20,567	$3,240	$20,468	$18,550	$22,312
Engineer IV	159	$21,603	$4,328	$21,000	$19,263	$23,280
Engineer V	43	$23,393	$4,205	$22,500	$20,400	$26,595
Engineer VI	12	$32,546	$21,130	$27,225	$22,000	$33,350
Engineer VII	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VIII	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IX	0	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Engineer I/II	26	$20,147	$3,360	$19,404	$18,575	$21,800
Engineer III	155	$21,072	$3,553	$20,916	$18,960	$22,200
Engineer IV	204	$23,131	$4,845	$22,600	$20,000	$24,860
Engineer V	72	$24,134	$3,905	$23,720	$21,615	$26,214
Engineer VI	14	$30,614	$8,750	$27,430	$23,480	$35,000
Engineer VII	5	$25,837	$3,545	$27,600	$21,692	$29,100
Engineer VIII	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IX	0	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Engineer I/II	30	$22,574	$7,594	$21,550	$18,800	$23,000
Engineer III	378	$23,962	$31,041	$22,000	$20,000	$24,600
Engineer IV	1,239	$24,933	$12,250	$24,000	$21,663	$26,800
Engineer V	902	$27,560	$10,475	$26,500	$24,000	$29,750
Engineer VI	368	$30,153	$7,171	$28,775	$25,513	$33,000
Engineer VII	125	$33,869	$10,964	$31,250	$27,000	$37,660
Engineer VIII	46	$36,976	$14,057	$35,000	$27,200	$41,500
Engineer IX	17	$45,296	$32,639	$38,000	$26,650	$43,720
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Engineer I/II	16	$27,479	$14,882	$25,143	$19,268	$28,990
Engineer III	58	$23,782	$5,246	$23,425	$20,492	$26,000
Engineer IV	483	$27,125	$5,660	$26,350	$23,900	$29,718
Engineer V	747	$29,928	$6,055	$29,000	$26,172	$32,900
Engineer VI	534	$33,056	$7,418	$32,000	$28,130	$36,600
Engineer VII	291	$37,204	$11,677	$35,300	$30,000	$40,500
Engineer VIII	126	$45,769	$30,930	$40,000	$32,760	$48,000

Continued

Length of Experience and Level of Professional Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineer IX	58	$49,603	$22,127	$43,050	$35,000	$65,000
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Engineer I/II	11	$57,864	$30,610	$50,000	$30,135	$80,000
Engineer III	35	$26,660	$7,886	$25,500	$23,900	$28,000
Engineer IV	288	$29,102	$7,353	$27,878	$25,000	$31,000
Engineer V	582	$31,824	$13,995	$30,000	$27,000	$34,260
Engineer VI	582	$37,786	$27,512	$34,000	$30,000	$40,000
Engineer VII	400	$41,368	$24,145	$37,500	$32,100	$44,000
Engineer VIII	262	$46,608	$17,053	$42,000	$35,470	$54,000
Engineer IX	114	$57,825	$28,617	$50,000	$39,000	$64,000
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Engineer I/II	7	$33,157	$15,069	$27,600	$20,925	$41,600
Engineer III	27	$34,634	$44,488	$25,526	$23,052	$27,850
Engineer IV	220	$30,036	$12,098	$27,882	$25,000	$32,110
Engineer V	479	$33,388	$15,154	$31,275	$27,961	$36,000
Engineer VI	538	$37,752	$22,594	$34,000	$30,000	$40,200
Engineer VII	466	$41,512	$14,930	$38,350	$33,100	$45,600
Engineer VIII	357	$51,942	$32,364	$44,000	$36,000	$56,500
Engineer IX	168	$67,588	$55,505	$51,000	$41,750	$75,250
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
Engineer I/II	16	$64,213	$109,410	$30,390	$18,998	$43,525
Engineer III	30	$24,994	$6,445	$25,021	$20,004	$29,670
Engineer IV	258	$31,366	$26,325	$28,390	$25,200	$32,110
Engineer V	518	$34,142	$20,767	$31,460	$27,200	$36,300
Engineer VI	644	$39,014	$36,983	$35,000	$30,667	$40,015
Engineer VII	580	$41,999	$14,489	$39,870	$33,550	$46,575
Engineer VIII	450	$50,721	$29,323	$44,345	$37,000	$55,000
Engineer IX	302	$65,356	$60,220	$52,825	$42,000	$70,300
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$[illegible]2,200
Engineer I/II	27	$42,172	$20,778	$32,900	$25,000	$[illegible]5,000
Engineer III	27	$28,891	$8,169	$26,760	$23,100	$32,500
Engineer IV	258	$28,986	$9,835	$27,856	$24,096	$32,000
Engineer V	477	$35,494	$30,190	$31,250	$27,000	$36,458
Engineer VI	626	$38,098	$20,597	$35,000	$30,000	$42,000
Engineer VII	634	$42,671	$14,809	$39,950	$33,600	$47,800
Engineer VIII	635	$51,542	$45,952	$44,800	$35,163	$55,860
Engineer IX	512	$70,667	$52,255	$55,000	$44,000	$79,506

Length of Experience and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Aeronautical & Aerospace	6	$18,360	$948	$18,081	$18,000	$18,200
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	13	$21,326	$2,403	$20,758	$19,890	$22,635
Civil	53	$17,850	$3,207	$17,500	$16,075	$19,220
Electrical & Electronic	30	$19,359	$1,926	$19,042	$17,820	$20,076
Industrial	11	$20,199	$2,999	$19,864	$17,500	$22,440
Mechanical	23	$21,403	$6,772	$19,200	$18,000	$21,480
Metallurgical & Materials	1	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	3	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	5	$20,080	$1,813	$20,500	$18,000	$21,950
Sanitary	4	- - - -	- - - -	- - - -	- - - -	- - - -
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	6	$19,345	$3,058	$19,935	$18,575	$20,000
Chemical	18	$20,629	$1,585	$20,550	$19,560	$21,780
Civil	76	$20,849	$18,887	$17,670	$15,500	$19,677
Electrical & Electronic	30	$19,715	$3,114	$19,285	$18,300	$20,197
Industrial	6	$20,677	$3,255	$18,902	$18,292	$22,848
Mechanical	42	$20,575	$6,092	$19,608	$18,300	$20,700
Metallurgical & Materials	3	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	5	$19,774	$1,513	$19,183	$18,480	$21,363
Petroleum & Mining	6	$21,568	$2,882	$21,053	$20,400	$23,016
Sanitary	9	$18,383	$2,098	$18,250	$16,908	$19,154
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Aeronautical & Aerospace	4	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	9	$18,650	$1,570	$18,000	$16,920	$20,306
Chemical	19	$21,851	$4,025	$21,900	$19,300	$24,700
Civil	151	$19,129	$4,012	$18,400	$16,940	$20,462
Electrical & Electronic	76	$20,707	$3,356	$20,190	$18,690	$22,003
Industrial	16	$22,715	$5,156	$20,900	$19,796	$24,016
Mechanical	87	$24,130	$24,849	$20,030	$18,720	$21,760
Metallurgical & Materials	9	$21,362	$4,284	$21,078	$16,541	$25,087
Nuclear	6	$21,469	$1,263	$21,318	$20,280	$22,900
Petroleum & Mining	9	$24,470	$3,893	$22,660	$22,450	$26,265
Sanitary	16	$17,862	$2,123	$18,180	$15,850	$19,550
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Aeronautical & Aerospace	3	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	6	$19,085	$2,098	$18,988	$16,750	$21,298
Chemical	23	$22,600	$2,288	$22,200	$21,240	$22,920
Civil	176	$20,626	$3,758	$20,190	$18,110	$22,462
Electrical & Electronic	64	$20,955	$3,181	$20,961	$19,200	$21,950
Industrial	11	$23,015	$3,869	$23,040	$19,500	$25,062
Mechanical	78	$22,749	$10,141	$21,029	$18,876	$23,280
Metallurgical & Materials	4	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	2	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	10	$24,474	$1,810	$24,030	$23,000	$25,236
Sanitary	22	$20,270	$3,396	$20,255	$18,104	$21,000
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Aeronautical & Aerospace	3	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	9	$24,871	$12,191	$21,086	$19,683	$22,835
Chemical	18	$24,766	$3,232	$24,200	$22,800	$26,700
Civil	189	$22,107	$5,847	$21,000	$19,000	$24,000
Electrical & Electronic	62	$23,516	$4,906	$22,500	$20,900	$25,200
Industrial	11	$22,321	$3,086	$21,400	$19,500	$25,620
Mechanical	92	$23,391	$4,483	$22,550	$20,300	$26,018
Metallurgical & Materials	5	$24,890	$4,061	$24,600	$21,270	$28,656
Nuclear	4	- - - -	- - - -	- - - -	- - - -	- - - -

Continued

Length of Experience and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Petroleum & Mining	12	$25,691	$3,419	$26,270	$23,472	$27,661
Sanitary	34	$22,385	$6,089	$21,086	$19,156	$24,300
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Aeronautical & Aerospace	14	$24,300	$4,041	$24,102	$20,332	$26,900
Agricultural	39	$24,416	$5,546	$24,000	$21,000	$27,000
Chemical	101	$28,064	$5,558	$27,250	$24,680	$30,000
Civil	1,246	$25,833	$10,558	$24,300	$21,400	$27,500
Electrical & Electronic	557	$26,676	$5,286	$25,819	$23,320	$29,125
Industrial	93	$26,121	$4,911	$26,000	$22,670	$28,996
Mechanical	584	$28,868	$30,391	$26,100	$23,000	$29,490
Metallurgical & Materials	16	$26,080	$4,372	$25,820	$22,500	$28,250
Nuclear	26	$28,854	$6,097	$29,088	$24,000	$33,000
Petroleum & Mining	83	$34,573	$11,810	$32,500	$26,800	$39,200
Sanitary	200	$26,148	$8,155	$24,750	$22,213	$28,300
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Aeronautical & Aerospace	19	$31,995	$4,573	$31,668	$29,224	$33,720
Agricultural	19	$29,778	$7,799	$28,818	$25,000	$33,900
Chemical	80	$37,693	$11,470	$36,000	$31,275	$40,100
Civil	939	$31,870	$14,029	$29,200	$25,065	$35,000
Electrical & Electronic	426	$31,894	$14,047	$29,600	$26,000	$34,100
Industrial	65	$30,415	$8,117	$29,500	$24,660	$34,000
Mechanical	433	$32,189	$9,632	$30,000	$26,470	$35,102
Metallurgical & Materials	17	$34,058	$7,128	$31,320	$28,332	$38,750
Nuclear	30	$36,005	$9,945	$33,690	$31,460	$42,000
Petroleum & Mining	48	$36,355	$9,134	$35,694	$30,985	$40,532
Sanitary	137	$32,575	$8,543	$30,732	$26,375	$37,750
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Aeronautical & Aerospace	31	$34,438	$10,040	$32,760	$26,028	$38,186
Agricultural	17	$33,749	$9,935	$32,808	$25,021	$38,939
Chemical	81	$39,126	$15,130	$36,000	$30,710	$42,500
Civil	1,005	$37,514	$19,751	$32,400	$27,494	$40,000
Electrical & Electronic	379	$37,671	$31,853	$32,760	$28,477	$39,000
Industrial	54	$41,171	$16,081	$37,508	$31,200	$47,889
Mechanical	479	$37,917	$15,769	$34,000	$29,120	$42,000
Metallurgical & Materials	12	$35,554	$14,528	$30,475	$26,374	$42,798
Nuclear	20	$38,778	$7,830	$39,445	$33,240	$41,280
Petroleum & Mining	27	$56,770	$27,117	$40,000	$36,036	$75,500
Sanitary	116	$41,838	$42,582	$36,000	$30,000	$43,150
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Aeronautical & Aerospace	43	$41,899	$35,293	$36,300	$31,287	$40,750
Agricultural	24	$35,113	$9,413	$33,800	$28,190	$39,038
Chemical	65	$52,345	$44,397	$40,000	$32,995	$47,926
Civil	1,044	$42,087	$27,614	$34,800	$29,000	$45,500
Electrical & Electronic	372	$38,854	$19,596	$35,000	$29,861	$42,850
Industrial	58	$40,182	$15,371	$35,321	$31,850	$42,876
Mechanical	458	$42,309	$31,815	$35,532	$29,875	$44,000
Metallurgical & Materials	7	$40,189	$10,453	$37,600	$32,500	$50,000
Nuclear	21	$40,746	$8,725	$39,600	$32,780	$46,500
Petroleum & Mining	54	$62,061	$68,984	$45,000	$36,000	$60,000
Sanitary	87	$43,140	$19,266	$38,000	$30,000	$51,000
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
Aeronautical & Aerospace	54	$37,060	$9,964	$36,300	$29,643	$42,000
Agricultural	22	$35,725	$8,249	$37,700	$28,447	$42,000
Chemical	108	$44,969	$15,994	$41,200	$33,863	$54,250
Civil	1,177	$44,629	$45,606	$36,380	$30,000	$48,000
Electrical & Electronic	479	$41,080	$24,405	$36,608	$31,200	$44,400
Industrial	103	$45,149	$30,049	$35,500	$30,000	$46,300
Mechanical	628	$43,631	$27,615	$36,428	$30,000	$47,000
Metallurgical & Materials	24	$40,331	$17,329	$37,325	$30,000	$46,900
Nuclear	25	$58,692	$52,971	$45,300	$35,050	$57,000
Petroleum & Mining	84	$53,628	$45,651	$44,610	$34,308	$54,710
Sanitary	98	$48,202	$23,019	$41,400	$34,000	$52,000
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200
Aeronautical & Aerospace	55	$42,117	$17,758	$38,186	$31,500	$49,500
Agricultural	29	$43,713	$18,826	$37,840	$30,009	$50,000
Chemical	189	$56,266	$46,043	$42,800	$34,900	$61,700
Civil	1,178	$48,100	$48,162	$37,500	$30,000	$50,000
Electrical & Electronic	682	$44,552	$27,091	$38,000	$31,900	$49,800
Industrial	89	$45,783	$26,030	$40,000	$32,000	$50,250
Mechanical	790	$49,660	$35,706	$39,250	$30,400	$55,000
Metallurgical & Materials	33	$42,681	$22,641	$35,520	$25,000	$59,500
Nuclear	29	$41,481	$11,338	$39,000	$34,500	$48,675
Petroleum & Mining	114	$63,631	$57,029	$50,000	$35,000	$65,000
Sanitary	121	$61,460	$89,016	$42,942	$30,217	$58,345

Length of Experience and Job Function

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Construction Supervision	18	$19,688	$5,453	$18,473	$16,500	$19,800
Consulting	16	$18,200	$2,880	$17,648	$15,875	$19,724
Design	48	$18,617	$3,626	$18,000	$16,835	$19,560
Executive/Administrative	7	$26,985	$12,076	$19,860	$17,035	$39,000
Production, Quality Control, Maintenance, etc	36	$19,427	$2,263	$19,040	$18,000	$20,789
Research & Development	12	$20,226	$4,224	$20,088	$17,810	$23,360
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Construction Supervision	20	$18,148	$4,417	$16,338	$15,000	$20,350
Consulting	22	$18,898	$3,249	$18,234	$16,200	$21,000
Design	84	$21,494	$17,630	$18,607	$17,460	$20,387
Executive/Administrative	3	- - - -	- - - -	- - - -	- - - -	- - - -
Production, Quality Control, Maintenance, etc	32	$19,582	$3,102	$19,100	$18,160	$20,350
Research & Development	15	$19,740	$2,401	$19,596	$18,420	$21,780
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Construction Supervision	43	$20,691	$4,448	$20,000	$18,000	$23,000
Consulting	68	$18,951	$3,677	$19,000	$17,000	$20,300

Continued

Length of Experience and Job Function

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Design	144	$19,464	$3,283	$19,230	$17,645	$20,752
Executive/Administrative	24	$22,643	$6,224	$21,861	$19,500	$25,275
Production, Quality Control, Maintenance, etc	51	$20,971	$3,236	$20,000	$18,600	$22,500
Research & Development	38	$20,930	$3,330	$21,208	$19,800	$22,200
Sales	7	$20,834	$3,607	$20,240	$17,500	$24,000
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Construction Supervision	49	$21,200	$4,268	$20,000	$18,841	$23,400
Consulting	78	$20,661	$3,286	$20,500	$18,300	$22,700
Design	148	$20,370	$3,290	$20,293	$18,550	$21,900
Executive/Administrative	32	$27,297	$14,799	$23,342	$20,923	$28,600
Production, Quality Control, Maintenance, etc	51	$22,342	$3,398	$21,600	$20,300	$23,400
Research & Development	27	$21,515	$3,237	$21,600	$19,100	$23,690
Sales	9	$22,891	$6,371	$22,230	$19,970	$26,100
Teaching	5	$21,173	$4,769	$18,500	$16,750	$26,934
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Construction Supervision	69	$23,539	$5,430	$22,735	$20,010	$26,035
Consulting	107	$22,808	$4,937	$21,500	$19,420	$25,593
Design	145	$21,833	$5,183	$21,189	$19,404	$23,000
Executive/Administrative	22	$26,679	$11,722	$24,300	$20,200	$27,600
Production, Quality Control, Maintenance, etc	46	$22,515	$3,711	$22,000	$19,611	$24,477
Research & Development	33	$23,871	$3,614	$22,675	$21,300	$26,423
Sales	10	$23,204	$2,410	$23,200	$21,500	$25,000
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Construction Supervision	279	$28,095	$17,460	$25,168	$22,500	$29,500
Consulting	830	$27,825	$22,258	$25,575	$22,306	$29,500
Design	843	$25,001	$14,501	$24,000	$21,500	$27,000
Executive/Administrative	470	$29,985	$10,773	$27,650	$24,700	$32,800
Production, Quality Control, Maintenance, etc	248	$26,132	$5,491	$25,389	$22,711	$28,000
Research & Development	134	$26,113	$4,506	$25,574	$23,200	$28,600
Sales	59	$30,277	$10,936	$28,000	$25,000	$32,014
Teaching	33	$24,203	$6,118	$24,000	$19,800	$27,844
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Construction Supervision	169	$33,403	$20,346	$29,500	$25,000	$36,000
Consulting	597	$33,762	$11,853	$31,000	$26,500	$37,150
Design	470	$28,740	$6,321	$28,000	$24,500	$31,635
Executive/Administrative	572	$35,626	$15,855	$32,415	$28,010	$38,846
Production, Quality Control, Maintenance, etc	167	$30,960	$7,053	$29,748	$26,000	$34,600
Research & Development	162	$30,942	$7,073	$29,450	$26,454	$34,800
Sales	54	$33,700	$10,510	$30,000	$27,200	$36,000
Teaching	43	$27,994	$5,496	$28,800	$23,800	$32,466
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Construction Supervision	137	$35,263	$15,023	$32,500	$27,050	$37,900
Consulting	581	$41,354	$23,988	$36,000	$30,000	$47,000
Design	398	$33,574	$27,880	$30,000	$26,430	$35,000
Executive/Administrative	788	$42,088	$24,021	$37,000	$30,950	$45,000
Production, Quality Control, Maintenance, etc	136	$31,825	$8,670	$31,007	$27,000	$35,000
Research & Development	135	$34,190	$6,413	$33,000	$30,000	$37,596
Sales	55	$40,082	$18,345	$36,000	$30,000	$47,000
Teaching	53	$30,913	$8,348	$30,700	$25,000	$36,093
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Construction Supervision	125	$37,052	$16,165	$32,600	$27,420	$40,500
Consulting	597	$45,759	$32,012	$38,120	$30,500	$50,660
Design	339	$33,159	$11,776	$30,667	$27,048	$36,000
Executive/Administrative	881	$47,591	$33,243	$39,000	$32,400	$50,000
Production, Quality Control, Maintenance, etc	123	$33,766	$10,913	$31,920	$27,192	$37,960
Research & Development	160	$39,990	$37,080	$35,914	$30,525	$40,875
Sales	46	$43,933	$23,861	$38,113	$30,000	$48,000
Teaching	61	$33,406	$14,001	$31,000	$26,121	$36,900
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
Construction Supervision	141	$44,311	$80,489	$32,110	$28,440	$40,000
Consulting	686	$46,446	$33,405	$40,000	$32,000	$50,000
Design	395	$33,056	$9,372	$31,200	$27,000	$37,200
Executive/Administrative	1,247	$50,357	$37,500	$41,316	$34,000	$54,500
Production, Quality Control, Maintenance, etc	161	$34,005	$11,311	$31,640	$27,000	$38,500
Research & Development	168	$37,837	$13,808	$35,798	$30,580	$41,095
Sales	67	$47,108	$51,773	$37,000	$30,500	$44,300
Teaching	74	$31,755	$8,640	$30,100	$24,800	$37,180
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200
Construction Supervision	163	$46,774	$78,291	$34,320	$27,792	$44,200
Consulting	869	$48,859	$34,085	$40,032	$31,000	$54,750
Design	415	$34,815	$24,027	$32,400	$27,393	$37,200
Executive/Administrative	1,581	$57,249	$49,013	$45,000	$35,132	$62,500
Production, Quality Control, Maintenance, etc	130	$34,553	$15,471	$30,000	$26,500	$37,500
Research & Development	181	$39,472	$12,607	$36,606	$31,000	$45,063
Sales	94	$42,968	$20,371	$39,375	$28,000	$51,000
Teaching	118	$34,985	$15,293	$32,990	$28,225	$39,500

Length of Experience and Industry or Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Under one year	8	$18,133	$1,025	$18,030	$17,450	$18,475
One year	8	$19,423	$1,137	$19,710	$18,200	$20,330
Two years	8	$19,294	$1,627	$19,100	$17,925	$20,543
Three years	9	$20,518	$2,190	$20,400	$18,866	$22,875
Four years	7	$21,700	$863	$22,000	$20,540	$22,360
Five through nine Years	24	$24,049	$3,353	$24,102	$20,711	$26,812
10 through 14 years	39	$29,607	$6,342	$29,224	$24,276	$33,600
15 through 19 years	47	$32,427	$7,819	$31,500	$27,500	$34,000
20 through 24 years	60	$33,036	$8,872	$31,324	$28,856	$36,961
25 through 29 years	82	$34,919	$7,882	$34,850	$28,860	$39,900
30 years or more	68	$37,039	$12,931	$34,100	$29,735	$42,970
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Under one year	7	$20,939	$1,564	$21,000	$19,680	$21,720
One year	6	$22,483	$1,525	$22,500	$21,567	$23,660
Two years	9	$22,309	$2,112	$21,600	$20,880	$24,290

Continued

Length of Experience and Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Three years	13	$24,174	$2,748	$23,140	$22,410	$26,675
Four years	16	$27,020	$8,747	$24,200	$23,090	$27,268
Five through nine years	83	$27,646	$5,097	$26,500	$24,123	$30,300
10 through 14 years	73	$35,190	$8,962	$33,300	$29,500	$39,640
15 through 19 years	62	$37,474	$9,313	$36,000	$31,200	$41,000
20 through 24 years	53	$41,133	$14,412	$35,800	$32,250	$46,700
25 through 29 years	79	$46,206	$16,614	$42,000	$35,400	$51,000
30 years or more	112	$57,244	$49,672	$45,500	$36,000	$61,800
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Under one year	17	$18,648	$1,315	$19,000	$17,910	$19,682
One year	16	$20,567	$4,616	$19,412	$18,460	$21,330
Two years	29	$20,398	$2,024	$20,000	$18,950	$21,740
Three years	17	$20,558	$2,268	$21,100	$18,920	$21,950
Four years	14	$21,909	$2,278	$22,258	$20,000	$23,850
Five through nine years	78	$26,678	$4,680	$26,000	$23,300	$29,160
10 through 14 years	95	$31,391	$8,278	$29,600	$26,179	$34,200
15 through 19 years	79	$34,646	$8,645	$32,946	$28,500	$40,060
20 through 24 years	94	$38,276	$14,852	$34,575	$30,000	$40,100
25 through 29 years	136	$43,721	$37,906	$36,650	$30,255	$44,776
30 years or more	186	$42,964	$25,410	$36,734	$30,800	$46,427
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Under one year	3	- - - -	- - - -	- - - -	- - - -	- - - -
One year	6	$20,409	$2,508	$19,800	$18,360	$20,500
Two years	13	$19,596	$2,166	$20,072	$18,525	$21,210
Three years	14	$23,251	$9,435	$20,875	$18,600	$23,020
Four years	24	$21,727	$3,219	$21,250	$19,450	$22,920
Five through nine years	104	$26,358	$15,586	$25,500	$21,000	$30,000
10 through 14 years	61	$33,681	$9,996	$32,000	$26,740	$39,750
15 through 19 years	88	$40,136	$18,446	$33,570	$28,228	$43,650
20 through 24 years	61	$51,261	$43,846	$38,490	$29,911	$48,748
25 through 29 years	99	$46,265	$29,448	$38,000	$30,000	$51,000
30 years or more	121	$52,347	$39,700	$40,000	$30,100	$60,000
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Under one year	4	- - - -	- - - -	- - - -	- - - -	- - - -
One year	1	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	4	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	2	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	3	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	38	$27,113	$4,874	$26,875	$23,500	$30,000
10 through 14 years	24	$31,122	$5,068	$30,125	$27,500	$33,155
15 through 19 years	19	$56,388	$89,478	$31,000	$27,500	$42,000
20 through 24 years	20	$44,079	$17,478	$43,000	$28,763	$50,500
25 through 29 years	28	$44,659	$20,005	$39,190	$33,166	$43,800
30 years or more	28	$47,386	$19,580	$42,400	$33,600	$53,750
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Under one year	3	- - - -	- - - -	- - - -	- - - -	- - - -
One year	3	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	7	$21,829	$6,524	$20,400	$15,600	$24,804
Three years	8	$30,198	$26,578	$21,338	$17,320	$24,424
Four years	8	$22,189	$2,514	$21,125	$20,000	$24,904
Five through nine years	77	$31,167	$45,407	$25,000	$21,350	$28,040
10 through 14 years	47	$33,403	$10,251	$30,000	$26,500	$37,000
15 through 19 years	43	$39,882	$17,381	$35,688	$30,774	$45,000
20 through 24 years	47	$36,852	$11,145	$34,600	$29,400	$42,000
25 through 29 years	81	$48,063	$34,984	$37,008	$29,900	$50,324
30 years or more	77	$48,518	$37,996	$36,000	$28,850	$53,100
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Under one year	10	$21,262	$5,452	$19,730	$18,000	$21,400
One year	13	$21,427	$1,698	$21,500	$20,460	$21,720
Two years	21	$23,635	$4,184	$22,500	$20,650	$25,731
Three years	19	$24,480	$2,958	$23,250	$22,500	$26,000
Four years	27	$24,801	$4,403	$26,040	$21,000	$27,800
Five through nine years	104	$32,504	$10,728	$29,104	$26,450	$35,198
10 through 14 years	71	$35,583	$7,752	$35,280	$30,100	$39,000
15 through 19 years	44	$57,434	$62,630	$39,890	$35,970	$52,500
20 through 24 years	38	$56,305	$43,267	$42,500	$36,000	$60,000
25 through 29 years	82	$53,587	$39,185	$45,595	$38,300	$55,000
30 years or more	106	$61,641	$50,438	$50,000	$40,440	$67,000
Primary Metal Industries	229	$36,183	$19,723	$31,500	$26,154	$40,000
Under one year	8	$21,951	$2,383	$22,260	$19,918	$23,336
One year	4	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	6	$21,626	$1,983	$21,539	$20,500	$23,100
Three years	10	$23,280	$3,473	$22,480	$20,500	$27,000
Four years	9	$26,119	$5,191	$25,800	$21,500	$29,956
Five through nine years	40	$26,826	$3,882	$26,630	$24,178	$28,198
10 through 14 years	31	$31,435	$4,620	$31,000	$29,500	$34,764
15 through 19 years	33	$34,509	$6,253	$32,016	$30,168	$39,431
20 through 24 years	14	$39,921	$13,199	$39,500	$29,460	$42,000
25 through 29 years	32	$47,286	$23,432	$41,626	$36,500	$50,800
30 years or more	40	$52,036	$31,969	$40,472	$34,350	$50,500
Rubber & Plastic Products	123	$32,991	$13,207	$30,240	$25,440	$36,500
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	6	$21,370	$4,025	$19,720	$19,000	$21,780
Two years	5	$23,580	$2,224	$24,000	$21,450	$25,500
Three years	9	$21,675	$2,149	$22,000	$20,230	$23,442
Four years	0	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	23	$27,473	$4,798	$26,000	$24,719	$30,000
10 through 14 years	15	$29,732	$4,033	$29,500	$27,500	$31,500
15 through 19 years	13	$35,641	$9,110	$33,264	$29,755	$37,710
20 through 24 years	12	$35,170	$6,157	$34,500	$30,548	$40,000
25 through 29 years	19	$38,438	$8,223	$36,500	$30,720	$45,400
30 years or more	16	$48,529	$24,567	$40,015	$32,430	$52,665
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	3	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	2	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	3	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	2	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	23	$25,965	$8,438	$24,100	$21,200	$26,500

Continued

Length of Experience and Industry or Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
10 through 14 years	14	$29,192	$4,229	$28,080	$25,000	$33,400
15 through 19 years	18	$35,645	$7,060	$33,250	$30,000	$42,550
20 through 24 years	23	$44,241	$19,689	$38,500	$32,600	$49,500
25 through 29 years	38	$49,521	$30,431	$38,420	$35,000	$46,800
30 years or more	39	$44,592	$22,202	$39,000	$30,000	$62,500
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	5	$21,199	$2,239	$20,000	$19,225	$23,774
Two years	19	$27,619	$25,352	$20,700	$19,800	$24,000
Three years	10	$23,319	$4,516	$21,834	$20,500	$24,492
Four years	4	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	45	$26,789	$4,395	$26,712	$23,900	$29,663
10 through 14 years	40	$31,438	$6,976	$30,622	$27,254	$34,098
15 through 19 years	34	$34,757	$9,469	$30,973	$27,700	$36,748
20 through 24 years	26	$38,090	$16,051	$33,684	$29,285	$40,356
25 through 29 years	36	$36,321	$13,344	$33,166	$30,000	$38,250
30 years or more	38	$48,433	$31,186	$37,520	$31,400	$52,000
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Under one year	12	$21,175	$8,982	$18,936	$17,976	$19,750
One year	15	$22,062	$8,982	$20,400	$18,480	$21,120
Two years	29	$28,245	$37,103	$21,000	$18,860	$23,036
Three years	32	$21,727	$4,291	$21,450	$19,100	$23,950
Four years	34	$22,746	$3,167	$22,200	$21,100	$25,500
Five through nine years	143	$27,134	$10,107	$25,556	$22,200	$29,150
10 through 14 years	114	$31,921	$8,810	$30,000	$26,000	$35,696
15 through 19 years	113	$38,884	$21,106	$34,000	$30,992	$39,600
20 through 24 years	113	$46,136	$36,244	$38,000	$30,000	$46,622
25 through 29 years	134	$41,880	$20,624	$36,354	$30,000	$46,872
30 years or more	172	$46,442	$28,305	$37,022	$33,497	$52,500
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	5	$17,788	$3,427	$16,300	$15,020	$21,300
Two years	4	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	8	$21,159	$4,235	$20,000	$17,054	$25,525
Four years	3	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	42	$24,602	$5,903	$24,000	$20,460	$28,000
10 through 14 years	72	$29,218	$6,766	$29,605	$24,000	$33,717
15 through 19 years	75	$33,256	$9,442	$32,701	$25,987	$39,538
20 through 24 years	101	$36,252	$12,163	$35,231	$28,250	$41,679
25 through 29 years	128	$35,089	$9,567	$35,338	$26,288	$41,033
30 years or more	191	$36,574	$10,528	$35,500	$29,600	$43,560
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Under one year	4	- - - -	- - - -	- - - -	- - - -	- - - -
One year	0	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	14	$24,229	$3,192	$24,493	$21,500	$27,100
Three years	1	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	1	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	41	$30,941	$5,583	$31,000	$27,200	$33,488
10 through 14 years	26	$34,397	$8,349	$31,150	$27,932	$41,400
15 through 19 years	22	$40,402	$8,343	$39,550	$34,000	$48,500
20 through 24 years	33	$47,529	$25,101	$41,000	$33,572	$49,800
25 through 29 years	29	$44,353	$18,543	$37,200	$32,150	$49,958
30 years or more	44	$49,657	$30,186	$42,400	$32,000	$62,000
Construction & Real Estate Development	1,129	$47,255	$42,081	$37,400	$27,775	$52,000
Under one year	10	$18,732	$3,073	$17,850	$16,640	$18,980
One year	9	$18,763	$5,865	$16,400	$14,560	$20,700
Two years	26	$20,864	$5,953	$18,680	$17,500	$23,840
Three years	21	$23,743	$5,338	$22,000	$19,800	$25,678
Four years	29	$26,359	$10,599	$23,440	$21,260	$27,780
Five through nine years	197	$30,486	$11,091	$27,650	$24,000	$33,000
10 through 14 years	140	$40,586	$25,116	$35,000	$28,040	$44,000
15 through 19 years	129	$45,168	$23,584	$40,000	$32,450	$50,300
20 through 24 years	147	$54,214	$34,806	$43,300	$34,000	$60,000
25 through 29 years	172	$53,473	$29,420	$46,000	$35,000	$62,000
30 years or more	235	$66,696	$72,358	$50,000	$36,200	$75,000
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Under one year	23	$18,355	$4,840	$17,160	$15,500	$18,640
One year	44	$22,821	$24,362	$17,600	$15,950	$18,850
Two years	98	$18,831	$3,813	$18,450	$16,650	$20,200
Three years	117	$20,372	$3,626	$20,358	$17,910	$21,698
Four years	141	$21,764	$4,956	$20,800	$18,638	$23,460
Five through nine years	1,053	$27,056	$19,871	$25,000	$22,000	$29,000
10 through 14 years	755	$34,199	$14,837	$31,300	$26,550	$37,500
15 through 19 years	762	$42,225	$25,189	$36,000	$30,000	$48,000
20 through 24 years	754	$47,338	$33,570	$39,010	$30,590	$53,800
25 through 29 years	869	$50,033	$36,165	$41,540	$33,000	$55,400
30 years or more	1,005	$54,353	$48,879	$42,610	$32,000	$60,300
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	6	$17,603	$2,986	$17,900	$15,060	$19,560
Two years	17	$18,625	$2,559	$19,400	$16,275	$20,520
Three years	9	$21,017	$3,661	$21,000	$19,000	$24,050
Four years	13	$25,983	$8,311	$23,280	$22,000	$27,550
Five through nine years	104	$26,149	$6,507	$24,500	$21,880	$28,850
10 through 14 years	78	$32,942	$9,820	$31,900	$26,500	$36,000
15 through 19 years	88	$36,383	$14,287	$34,000	$26,050	$42,745
20 through 24 years	76	$42,520	$18,926	$37,593	$30,250	$50,500
25 through 29 years	119	$44,746	$30,153	$38,500	$30,000	$50,000
30 years or more	149	$54,190	$41,474	$41,000	$32,472	$59,700
Government -- Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Under one year	4	- - - -	- - - -	- - - -	- - - -	- - - -
One year	13	$18,296	$1,635	$18,575	$18,003	$19,106
Two years	18	$19,431	$2,611	$19,895	$18,000	$21,000
Three years	25	$20,556	$1,388	$19,885	$19,263	$21,298
Four years	33	$22,321	$2,632	$22,000	$20,236	$24,585
Five through nine years	134	$27,052	$22,829	$24,704	$21,700	$27,172
10 through 14 years	130	$28,378	$4,909	$27,600	$25,397	$30,205
15 through 19 years	190	$34,542	$21,211	$32,000	$28,800	$35,760
20 through 24 years	198	$38,084	$33,467	$34,135	$30,017	$38,500

Continued

Length of Experience and Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
25 through 29 years	209	$44,650	$83,723	$35,685	$31,287	$41,417
30 years or more	195	$38,256	$8,798	$36,840	$32,000	$45,000
Government -- State	861	$28,716	$22,221	$27,468	$23,370	$31,954
Under one year	5	$14,914	$1,011	$14,851	$13,984	$15,875
One year	6	$15,425	$2,254	$14,926	$14,851	$16,276
Two years	13	$17,014	$1,966	$17,544	$14,850	$18,746
Three years	14	$17,586	$2,005	$16,734	$16,366	$18,005
Four years	14	$18,703	$2,282	$18,868	$17,700	$19,740
Five through nine years	106	$21,755	$3,688	$21,036	$19,500	$23,500
10 through 14 years	99	$26,515	$4,803	$26,028	$23,447	$28,428
15 through 19 years	117	$28,193	$5,064	$27,600	$24,904	$30,000
20 through 24 years	128	$29,192	$5,426	$28,764	$25,222	$33,230
25 through 29 years	190	$30,891	$6,645	$30,437	$26,500	$34,092
30 years or more	164	$35,672	$48,418	$30,120	$26,604	$34,883
Government -- Local	1,059	$28,571	$7,726	$27,540	$23,704	$32,444
Under one year	1	- - - -	- - - -	- - - -	- - - -	- - - -
One year	6	$17,274	$1,769	$17,158	$15,987	$17,640
Two years	15	$18,058	$3,154	$17,520	$16,000	$18,672
Three years	21	$20,581	$3,751	$20,500	$18,632	$22,462
Four years	21	$20,304	$3,142	$20,000	$17,250	$24,000
Five through nine years	201	$23,719	$4,106	$23,940	$20,875	$25,768
10 through 14 years	157	$27,337	$7,858	$26,322	$23,953	$30,000
15 through 19 years	143	$29,388	$5,432	$29,200	$25,800	$32,700
20 through 24 years	147	$30,525	$6,401	$30,000	$26,220	$34,500
25 through 29 years	163	$32,700	$7,555	$32,000	$28,000	$37,100
30 years or more	167	$32,278	$8,866	$31,020	$26,000	$36,968
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Under one year	1	- - - -	- - - -	- - - -	- - - -	- - - -
One year	2	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	7	$21,429	$2,249	$20,280	$19,800	$24,000
Three years	8	$21,787	$2,554	$21,530	$20,294	$22,700
Four years	5	$24,188	$3,429	$24,000	$20,910	$27,560
Five through nine years	21	$25,487	$4,221	$24,000	$22,350	$28,250
10 through 14 years	29	$31,587	$6,035	$30,180	$27,500	$35,750
15 through 19 years	21	$33,555	$8,079	$33,000	$27,940	$37,940
20 through 24 years	29	$36,378	$11,356	$35,000	$31,100	$37,000
25 through 29 years	36	$38,676	$22,956	$33,370	$31,400	$38,421
30 years or more	52	$39,478	$13,235	$35,182	$30,900	$42,386
Transportation Services	126	$36,954	$30,447	$30,628	$25,005	$39,000
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	5	$17,830	$682	$18,000	$17,048	$18,527
Two years	7	$20,143	$2,556	$19,500	$18,600	$22,171
Three years	3	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	1	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	20	$27,266	$5,171	$27,100	$23,850	$28,350
10 through 14 years	9	$28,336	$4,588	$28,750	$24,300	$30,880
15 through 19 years	19	$40,207	$13,517	$35,000	$30,900	$48,000
20 through 24 years	11	$58,248	$79,872	$35,000	$28,000	$38,820
25 through 29 years	18	$37,498	$9,992	$33,880	$30,000	$44,000
30 years or more	30	$45,045	$29,239	$36,500	$28,104	$48,100
Utilities -- Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Under one year	16	$18,600	$1,290	$18,270	$17,467	$19,410
One year	24	$19,167	$1,154	$19,102	$18,330	$19,974
Two years	43	$20,400	$3,267	$20,000	$18,500	$21,180
Three years	40	$20,781	$1,968	$20,400	$19,230	$21,550
Four years	42	$22,575	$3,109	$21,950	$20,400	$24,000
Five through nine years	311	$26,010	$4,318	$25,224	$23,100	$28,000
10 through 14 years	150	$30,423	$5,534	$30,150	$26,500	$33,200
15 through 19 years	131	$34,621	$12,432	$33,000	$29,000	$36,600
20 through 24 years	136	$36,238	$8,354	$35,240	$30,050	$41,125
25 through 29 years	153	$38,253	$14,592	$35,225	$31,488	$41,194
30 years or more	210	$44,473	$32,789	$39,000	$32,844	$47,292
Utilities -- Gas & Pipelines	247	$36,500	$16,384	$33,000	$25,032	$42,000
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	2	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	2	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	6	$21,161	$2,058	$21,304	$18,876	$21,980
Four years	7	$26,102	$6,815	$24,300	$21,264	$27,156
Five through nine years	39	$25,900	$5,491	$24,600	$21,900	$29,100
10 through 14 years	40	$30,268	$7,523	$28,900	$25,150	$33,000
15 through 19 years	30	$36,760	$13,739	$34,800	$27,500	$40,400
20 through 24 years	31	$41,325	$13,034	$37,700	$33,000	$47,000
25 through 29 years	40	$38,945	$13,170	$36,000	$30,125	$42,960
30 years or more	46	$51,514	$24,743	$45,950	$35,000	$57,200
Utilities -- Other	254	$32,570	$11,633	$30,400	$25,000	$37,120
Under one year	6	$18,998	$1,456	$19,100	$18,945	$19,860
One year	1	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	6	$22,791	$3,620	$22,025	$19,200	$26,100
Three years	8	$24,134	$5,285	$23,100	$18,885	$29,250
Four years	6	$27,433	$1,911	$27,240	$25,620	$29,600
Five through nine years	52	$26,034	$5,071	$25,150	$22,450	$29,288
10 through 14 years	37	$31,298	$6,827	$30,555	$25,680	$36,361
15 through 19 years	38	$30,974	$6,388	$29,850	$27,000	$34,080
20 through 24 years	32	$37,220	$8,433	$35,455	$32,050	$40,100
25 through 29 years	21	$39,119	$11,628	$37,500	$32,500	$42,608
30 years or more	47	$41,262	$17,443	$37,150	$29,500	$50,000
Other Non-Manufacturing/Extractive	658	$40,511	$33,780	$33,000	$26,500	$43,996
Under one year	2	- - - -	- - - -	- - - -	- - - -	- - - -
One year	5	$18,221	$3,515	$16,757	$15,175	$22,000
Two years	12	$19,287	$3,186	$18,670	$16,825	$19,480
Three years	10	$19,618	$3,282	$20,365	$18,782	$21,050
Four years	16	$22,570	$3,870	$21,215	$19,556	$25,350
Five through nine years	92	$29,003	$9,781	$26,800	$23,850	$31,900
10 through 14 years	76	$33,062	$11,070	$30,000	$26,484	$36,670
15 through 19 years	77	$37,954	$15,543	$35,300	$29,340	$45,750
20 through 24 years	84	$42,623	$32,300	$35,500	$29,000	$50,110
25 through 29 years	97	$44,931	$31,903	$37,700	$29,835	$50,000
30 years or more	175	$52,379	$51,213	$40,000	$30,650	$55,000

Length of Experience and Registration Status of Respondent

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Professional Engineer & Registered Land Surveyor	0	- - - -	- - - -	- - - -	- - - -	- - - -
Professional Engineer	3	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer-in-Training/Engineer Intern	139	$19,112	$3,514	$18,300	$17,340	$20,400
No professional registration or certification	14	$19,723	$4,940	$18,875	$17,040	$19,448
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Professional Engineer & Registered Land Surveyor	0	- - - -	- - - -	- - - -	- - - -	- - - -
Professional Engineer	8	$29,063	$10,517	$26,843	$22,400	$29,700
Engineer-in-Training/Engineer Intern	195	$20,008	$11,905	$18,575	$17,400	$20,400
No professional registration or certification	14	$19,520	$4,856	$19,050	$17,500	$20,916
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Professional Engineer & Registered Land Surveyor	2	- - - -	- - - -	- - - -	- - - -	- - - -
Professional Engineer	16	$23,995	$5,090	$22,850	$21,120	$25,788
Engineer-in-Training/Engineer Intern	396	$20,832	$12,244	$19,640	$17,880	$21,686
No professional registration or certification	17	$20,380	$3,399	$20,072	$18,348	$22,870
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Professional Engineer & Registered Land Surveyor	5	$26,601	$3,529	$25,257	$23,075	$30,800
Professional Engineer	42	$23,172	$4,510	$22,493	$20,000	$25,526
Engineer-in-Training/Engineer Intern	371	$21,051	$5,366	$20,514	$18,700	$22,500
No professional registration or certification	19	$24,511	$8,186	$22,500	$20,750	$24,960
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Professional Engineer & Registered Land Surveyor	8	$23,460	$4,521	$21,920	$19,450	$28,220
Professional Engineer	154	$24,297	$6,867	$23,000	$20,950	$26,000
Engineer-in-Training/Engineer Intern	302	$22,129	$4,313	$21,500	$19,500	$24,300
No professional registration or certification	21	$22,473	$3,604	$21,800	$20,138	$23,781
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Professional Engineer & Registered Land Surveyor	157	$26,016	$7,519	$24,584	$21,000	$29,200
Professional Engineer	2,519	$27,619	$17,034	$25,600	$22,800	$29,500
Engineer-in-Training/Engineer Intern	434	$24,734	$6,742	$24,000	$20,750	$26,998
No professional registration or certification	83	$26,071	$11,723	$24,000	$20,700	$27,900
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Professional Engineer & Registered Land Surveyor	230	$33,963	$20,783	$29,500	$25,350	$35,800
Professional Engineer	2,057	$32,563	$11,282	$30,000	$26,400	$36,000
Engineer-in-Training/Engineer Intern	92	$30,379	$10,226	$28,572	$24,210	$35,927
No professional registration or certification	34	$30,119	$8,357	$29,874	$25,800	$34,310
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Professional Engineer & Registered Land Surveyor	327	$37,566	$16,316	$33,000	$27,400	$41,400
Professional Engineer	2,012	$38,419	$22,041	$34,000	$29,000	$41,200
Engineer-in-Training/Engineer Intern	57	$42,054	$54,040	$32,040	$26,677	$38,181
No professional registration or certification	32	$36,657	$18,899	$30,177	$26,250	$36,500
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Professional Engineer & Registered Land Surveyor	368	$43,800	$33,285	$35,000	$28,344	$48,685
Professional Engineer	2,019	$42,265	$28,006	$36,000	$30,000	$45,000
Engineer-in-Training/Engineer Intern	33	$32,911	$11,708	$31,000	$24,000	$38,660
No professional registration or certification	35	$41,832	$28,262	$34,624	$29,340	$45,000
25 through 29 years	3,130	$44,205	$35,247	$37,200	$30,460	$47,600
Professional Engineer & Registered Land Surveyor	489	$48,205	$61,454	$37,296	$30,005	$50,000
Professional Engineer	2,519	$43,557	$26,875	$37,500	$30,700	$47,300
Engineer-in-Training/Engineer Intern	13	$36,858	$13,239	$32,400	$27,800	$41,900
No professional registration or certification	42	$34,049	$13,909	$29,624	$24,912	$41,000
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200
Professional Engineer & Registered Land Surveyor	592	$52,579	$57,562	$39,550	$30,000	$56,100
Professional Engineer	3,059	$48,370	$38,626	$39,100	$31,000	$52,000
Engineer-in-Training/Engineer Intern	12	$63,977	$107,746	$31,950	$26,000	$40,063
No professional registration or certification	41	$43,700	$25,471	$39,341	$32,110	$48,000

Length of Experience and Level of Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Under one year	158	$19,438	$4,542	$18,450	$17,340	$20,400
Non-managerial positions	121	$18,597	$3,055	$18,200	$17,098	$19,832
Supervise 1-3 engineers, scientists or technologists	12	$22,296	$5,837	$20,490	$17,178	$25,640
Supervise 4-9 engineers, scientists or technologists	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 engineers, scientists or technologists	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 50 or more engineers, scientists or technologists	0	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	11	$20,208	$2,916	$20,076	$18,000	$21,000
Supervise 10-49 clerical, production or maintenance	8	$21,889	$6,778	$19,116	$18,490	$22,200
Direct 50-99 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
One year	218	$20,279	$11,641	$18,709	$17,500	$20,500
Non-managerial positions	170	$20,184	$12,645	$18,588	$17,500	$20,280
Supervise 1-3 engineers, scientists or technologists	18	$19,497	$3,558	$19,050	$17,316	$21,780
Supervise 4-9 engineers, scientists or technologists	3	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 engineers, scientists or technologists	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 50 or more engineers, scientists or technologists	0	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	17	$19,766	$4,258	$19,300	$17,700	$21,550
Supervise 10-49 clerical, production or maintenance	6	$24,403	$13,913	$20,450	$15,000	$20,700
Direct 50-99 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Two years	435	$20,955	$11,815	$19,800	$17,940	$21,900
Non-managerial positions	263	$21,176	$14,745	$19,716	$17,850	$21,700
Supervise 1-3 engineers, scientists or technologists	91	$20,469	$4,275	$19,800	$17,800	$22,020
Supervise 4-9 engineers, scientists or technologists	21	$20,016	$2,693	$19,875	$18,680	$21,532
Supervise 10-49 engineers, scientists or technologists	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 50 or more engineers, scientists or technologists	1	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	24	$18,716	$3,464	$18,620	$16,173	$20,725
Supervise 10-49 clerical, production or maintenance	21	$23,716	$6,571	$21,800	$18,850	$25,000
Direct 50-99 clerical, production or maintenance	5	$20,410	$2,960	$21,000	$17,250	$23,275

Continued

Length of Experience and Level of Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Direct 100-249 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Three years	439	$21,462	$5,519	$20,800	$18,863	$23,000
Non-managerial positions	237	$20,643	$3,224	$20,550	$18,758	$22,357
Supervise 1-3 engineers, scientists or technologists	96	$21,168	$4,178	$20,450	$18,102	$22,850
Supervise 4-9 engineers, scientists or technologists	26	$26,806	$15,351	$22,680	$20,350	$28,356
Supervise 10-49 engineers, scientists or technologists	8	$23,139	$2,744	$22,550	$21,793	$24,264
Direct 50 or more engineers, scientists or technologists	0	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	34	$23,157	$6,985	$21,249	$19,900	$25,975
Supervise 10-49 clerical, production or maintenance	31	$21,997	$3,292	$21,500	$19,136	$24,000
Direct 50-99 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Four years	488	$22,870	$5,437	$22,000	$19,740	$25,000
Non-managerial positions	226	$21,897	$3,865	$21,282	$19,450	$24.000
Supervise 1-3 engineers, scientists or technologists	124	$22,822	$4,925	$22,510	$20,020	$24,213
Supervise 4-9 engineers, scientists or technologists	38	$25,245	$7,721	$23,568	$20,700	$26,532
Supervise 10-49 engineers, scientists or technologists	11	$25,898	$2,295	$26,082	$24,000	$27,500
Direct 50 or more engineers, scientists or technologists	2	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	35	$22,026	$4,167	$20,995	$19,420	$24,700
Supervise 10-49 clerical, production or maintenance	39	$25,849	$9,672	$24,477	$21,000	$27,000
Direct 50-99 clerical, production or maintenance	6	$24,096	$6,325	$23,922	$17,850	$30,000
Direct 100-249 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Five through nine years	3,220	$27,104	$15,572	$25,210	$22,366	$29,000
Non-managerial positions	941	$25,720	$24,001	$24,000	$21,380	$26,975
Supervise 1-3 engineers, scientists or technologists	951	$25,818	$10,620	$24,800	$21,960	$27,980
Supervise 4-9 engineers, scientists or technologists	527	$27,599	$6,858	$26,400	$24,000	$30,000
Supervise 10-49 engineers, scientists or technologists	217	$30,410	$7,940	$29,260	$25,700	$33,257
Direct 50 or more engineers, scientists or technologists	11	$49,264	$25,743	$36,600	$29,700	$72,000
Supervise 3-9 clerical, production or maintenance	162	$26,784	$7,562	$25,179	$22,140	$29,144
Supervise 10-49 clerical, production or maintenance	281	$28,629	$8,872	$26,572	$23,350	$32,000
Direct 50-99 clerical, production or maintenance	57	$32,358	$12,146	$28,500	$24,615	$38,150
Direct 100-249 clerical, production or maintenance	35	$38,730	$23,942	$34,000	$28,295	$40,200
Direct 250-499 clerical, production or maintenance	7	$49,714	$16,905	$44,100	$38,500	$70,000
Direct 500 or more clerical, production or maintenance	6	$33,854	$9,108	$33,535	$30,354	$41,000
10 through 14 years	2,444	$32,517	$12,426	$30,000	$26,167	$35,916
Non-managerial positions	479	$28,338	$7,381	$27,120	$24,276	$30,900
Supervise 1-3 engineers, scientists or technologists	590	$29,953	$8,347	$28,390	$24,972	$33,000
Supervise 4-9 engineers, scientists or technologists	511	$31,996	$7,150	$31,140	$27,300	$36,000
Supervise 10-49 engineers, scientists or technologists	323	$37,152	$11,801	$35,000	$30,000	$41,000
Direct 50 or more engineers, scientists or technologists	38	$47,678	$37,755	$41,300	$35,000	$46,500
Supervise 3-9 clerical, production or maintenance	72	$30,763	$11,339	$29,200	$24,928	$35,000
Supervise 10-49 clerical, production or maintenance	235	$34,879	$19,643	$30,000	$26,200	$36,600
Direct 50-99 clerical, production or maintenance	89	$37,946	$16,378	$32,400	$28,819	$42,303
Direct 100-249 clerical, production or maintenance	50	$40,219	$13,891	$36,993	$33,000	$43,200
Direct 250-499 clerical, production or maintenance	15	$39,205	$7,735	$36,972	$32,000	$45,374
Direct 500 or more clerical, production or maintenance	13	$48,504	$13,195	$44,512	$36,057	$62,500
15 through 19 years	2,459	$38,267	$22,542	$33,808	$28,600	$41,010
Non-managerial positions	384	$31,058	$16,367	$29,340	$25,717	$33,145
Supervise 1-3 engineers, scientists or technologists	442	$33,188	$12,385	$30,400	$26,250	$36,000
Supervise 4-9 engineers, scientists or technologists	508	$38,112	$29,619	$33,600	$29,244	$39,830
Supervise 10-49 engineers, scientists or technologists	486	$41,588	$14,842	$38,293	$32,000	$45,600
Direct 50 or more engineers, scientists or technologists	81	$50,955	$28,656	$42,800	$36,957	$54,750
Supervise 3-9 clerical, production or maintenance	65	$40,869	$51,224	$30,000	$25,484	$39,500
Supervise 10-49 clerical, production or maintenance	249	$41,168	$18,950	$36,000	$29,712	$46,490
Direct 50-99 clerical, production or maintenance	87	$42,937	$21,157	$36,032	$31,000	$47,900
Direct 100-249 clerical, production or maintenance	75	$46,369	$29,211	$39,000	$33,740	$48,700
Direct 250-499 clerical, production or maintenance	23	$46,936	$19,769	$41,640	$32,640	$50,000
Direct 500 or more clerical, production or maintenance	21	$56,627	$23,908	$49,500	$39,360	$62,250
20 through 24 years	2,494	$42,382	$28,761	$35,800	$30,000	$45,000
Non-managerial positions	350	$34,069	$27,138	$30,392	$26,460	$35,928
Supervise 1-3 engineers, scientists or technologists	419	$35,142	$18,372	$30,900	$26,520	$37,800
Supervise 4-9 engineers, scientists or technologists	479	$37,425	$17,980	$34,000	$30,000	$40,400
Supervise 10-49 engineers, scientists or technologists	481	$45,845	$28,630	$39,650	$33,715	$49,050
Direct 50 or more engineers, scientists or technologists	135	$58,209	$46,946	$48,500	$39,800	$61,340
Supervise 3-9 clerical, production or maintenance	66	$38,760	$24,549	$35,500	$29,120	$39,341
Supervise 10-49 clerical, production or maintenance	250	$47,291	$31,689	$37,810	$31,500	$53,000
Direct 50-99 clerical, production or maintenance	113	$47,368	$29,243	$37,000	$30,618	$54,400
Direct 100-249 clerical, production or maintenance	83	$56,091	$36,372	$42,000	$36,228	$61,200
Direct 250-499 clerical, production or maintenance	29	$66,452	$46,377	$46,500	$36,950	$85,000
Direct 500 or more clerical, production or maintenance	47	$60,264	$32,385	$50,100	$39,750	$77,000
25 through 29 years	3,130'	$44,205	$35,247	$37,200	$30,460	$47,600
Non-managerial positions	446	$34,014	$21,305	$31,650	$26,700	$37,148
Supervise 1-3 engineers, scientists or technologists	472	$35,666	$13,750	$33,000	$27,490	$40,000
Supervise 4-9 engineers, scientists or technologists	558	$40,756	$45,46[illegible]	$35,275	$30,000	$42,000
Supervise 10-49 engineers, scientists or technologists	643	$45,550	$24,897	$40,050	$34,480	$50,000
Direct 50 or more engineers, scientists or technologists	241	$59,051	$33,50[illegible]	$48,100	$40,547	$65,550
Supervise 3-9 clerical, production or maintenance	65	$41,348	$22,64[illegible]	$35,000	$26,120	$46,588
Supervise 10-49 clerical, production or maintenance	286	$43,909	$22,827	$37,475	$30,500	$51,800
Direct 50-99 clerical, production or maintenance	131	$54,777	$43,549	$42,200	$33,176	$60,000
Direct 100-249 clerical, production or maintenance	111	$60,305	$79,449	$41,974	$35,684	$58,500
Direct 250-499 clerical, production or maintenance	62	$56,207	$28,403	$45,000	$36,000	$62,400
Direct 500 or more clerical, production or maintenance	64	$74,908	$43,079	$59,399	$47,714	$82,500
30 years or more	3,758	$48,960	$42,353	$39,000	$30,900	$52,200
Non-managerial positions	664	$36,872	$18,994	$33,000	$27,678	$40,530
Supervise 1-3 engineers, scientists or technologists	481	$37,548	$28,001	$32,190	$26,080	$40,130
Supervise 4-9 engineers, scientists or technologists	601	$40,249	$18,537	$35,450	$30,120	$44,643
Supervise 10-49 engineers, scientists or technologists	685	$48,929	$26,386	$42,278	$35,150	$53,704
Direct 50 or more engineers, scientists or technologists	312	$70,829	$56,618	$54,923	$43,047	$79,000
Supervise 3-9 clerical, production or maintenance	75	$36,673	$18,668	$32,000	$25,800	$44,385
Supervise 10-49 clerical, production or maintenance	332	$49,191	$37,986	$40,300	$30,344	$53,360
Direct 50-99 clerical, production or maintenance	144	$65,467	$79,667	$50,404	$38,604	$69,770
Direct 100-249 clerical, production or maintenance	132	$62,293	$40,729	$46,480	$37,950	$70,000
Direct 250-499 clerical, production or maintenance	98	$83,539	$115,424	$54,900	$42,336	$80,500
Direct 500 or more clerical, production or maintenance	130	$90,059	$66,596	$69,500	$50,112	$110,000

Level of Professional Responsibility and Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Engineer I/II	14	$18,854	$1,849	$18,250	$17,500	$20,160
Engineer III	26	$21,089	$3,705	$20,266	$18,750	$22,132
Engineer IV	90	$26,544	$4,778	$26,700	$23,000	$29,744
Engineer V	111	$31,423	$5,160	$31,000	$28,000	$34,400
Engineer VI	53	$34,920	$6,372	$34,923	$30,000	$38,578
Engineer VII	32	$39,999	$9,644	$37,408	$34,000	$43,000
Engineer VIII	17	$42,688	$10,016	$39,900	$35,070	$47,250
Engineer IX	12	$53,837	$14,837	$50,450	$42,580	$62,000
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Engineer I/II	10	$21,935	$2,612	$21,450	$19,680	$23,549
Engineer III	29	$22,584	$2,345	$22,000	$21,000	$24,160
Engineer IV	114	$29,047	$6,254	$27,371	$24,750	$31,500
Engineer V	119	$34,562	$11,871	$33,264	$29,265	$37,857
Engineer VI	90	$41,649	$10,923	$40,000	$34,000	$48,200
Engineer VII	68	$44,372	$12,282	$42,079	$35,350	$50,050
Engineer VIII	35	$55,414	$16,104	$54,800	$43,000	$66,536
Engineer IX	29	$85,939	$75,624	$65,800	$52,170	$85,500
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Engineer I/II	27	$21,965	$7,209	$20,000	$19,000	$21,000
Engineer III	57	$21,821	$3,836	$21,000	$18,800	$23,920
Engineer IV	160	$29,709	$32,299	$26,414	$22,900	$30,460
Engineer V	175	$31,431	$8,740	$30,000	$26,400	$34,700
Engineer VI	143	$37,085	$11,687	$35,000	$30,000	$40,210
Engineer VII	86	$39,740	$8,733	$38,917	$35,000	$44,000
Engineer VIII	47	$46,223	$14,153	$44,000	$36,000	$53,058
Engineer IX	29	$65,453	$49,219	$55,000	$38,250	$75,500
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Engineer I/II	12	$22,252	$6,295	$19,957	$18,800	$22,850
Engineer III	46	$21,540	$3,828	$20,225	$19,240	$22,880
Engineer IV	100	$27,202	$11,165	$24,774	$20,915	$27,555
Engineer V	112	$32,043	$15,383	$28,632	$26,000	$32,750
Engineer VI	104	$37,291	$13,501	$33,468	$29,450	$40,400
Engineer VII	75	$41,155	$12,364	$38,500	$32,000	$47,440
Engineer VIII	47	$56,905	$56,404	$41,280	$36,000	$57,000
Engineer IX	38	$70,291	$43,654	$50,948	$45,365	$87,000
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Engineer I/II	3	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	11	$23,165	$3,182	$23,500	$21,400	$25,600
Engineer IV	39	$26,195	$5,499	$26,110	$22,000	$29,000
Engineer V	43	$31,502	$8,014	$30,000	$26,750	$33,331
Engineer VI	26	$35,763	$5,986	$35,250	$32,472	$37,900
Engineer VII	22	$66,720	$81,787	$45,000	$40,500	$57,000
Engineer VIII	18	$51,053	$13,866	$50,350	$38,380	$64,000
Engineer IX	7	$68,249	$22,306	$72,500	$50,000	$90,000
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Engineer I/II	6	$23,881	$9,358	$20,250	$17,500	$25,000
Engineer III	31	$22,149	$5,368	$21,164	$19,878	$24,375
Engineer IV	81	$30,980	$44,132	$25,540	$22,000	$28,441
Engineer V	80	$31,362	$8,948	$28,340	$25,550	$34,000
Engineer VI	68	$38,570	$17,014	$32,900	$30,000	$42,000
Engineer VII	56	$42,541	$16,199	$37,500	$33,750	$45,100
Engineer VIII	33	$49,771	$28,962	$42,500	$34,750	$51,050
Engineer IX	22	$92,872	$57,709	$72,500	$55,500	$120,000
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Engineer I/II	19	$21,096	$3,536	$21,300	$19,300	$22,500
Engineer III	44	$23,832	$3,962	$23,125	$21,000	$26,290
Engineer IV	112	$28,683	$6,879	$27,600	$24,500	$31,000
Engineer V	93	$36,026	$8,888	$35,280	$29,625	$39,215
Engineer VI	84	$46,425	$44,200	$40,360	$36,150	$46,220
Engineer VII	55	$50,798	$17,212	$48,000	$40,000	$57,000
Engineer VIII	41	$61,262	$48,322	$51,000	$41,700	$61,750
Engineer IX	29	$86,093	$59,212	$71,000	$49,150	$92,250
Primary Metal Industries	229	$36,163	$19,723	$31,500	$26,154	$40,000
Engineer I/II	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	19	$24,388	$7,444	$22,260	$20,500	$25,062
Engineer IV	57	$26,922	$4,175	$26,760	$23,050	$29,552
Engineer V	51	$32,634	$5,695	$32,112	$28,200	$37,720
Engineer VI	38	$35,027	$6,080	$33,600	$30,000	$39,000
Engineer VII	21	$40,628	$7,497	$42,000	$35,000	$46,338
Engineer VIII	8	$57,375	$17,795	$50,000	$46,000	$64,000
Engineer IX	12	$68,056	$34,571	$52,500	$44,350	$92,000
Rubber & Plastic Products	123	$32,931	$13,207	$30,240	$25,440	$36,500
Engineer I/II	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	14	$22,454	$2,595	$22,190	$20,000	$25,000
Engineer IV	25	$25,775	$3,561	$25,772	$23,417	$28,480
Engineer V	22	$30,194	$4,601	$29,550	$26,300	$33,264
Engineer VI	27	$34,760	$6,717	$34,960	$30,000	$38,100
Engineer VII	12	$37,411	$10,178	$31,500	$30,672	$42,625
Engineer VIII	10	$41,928	$7,501	$41,000	$37,030	$44,500
Engineer IX	4	- - - -	- - - -	- - - -	- - - -	- - - -
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Engineer I/II	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	12	$22,282	$3,548	$21,675	$19,380	$24,945
Engineer IV	26	$29,509	$19,791	$24,550	$21,480	$28,500
Engineer V	28	$28,922	$7,328	$28,250	$23,368	$33,814
Engineer VI	32	$36,309	$6,970	$34,800	$30,250	$41,169
Engineer VII	26	$43,966	$12,918	$40,450	$35,000	$46,800
Engineer VIII	12	$46,128	$21,311	$37,500	$29,950	$57,144
Engineer IX	11	$66,420	$37,247	$60,000	$37,500	$88,624
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Engineer I/II	10	$23,739	$5,138	$22,260	$20,000	$26,465
Engineer III	29	$23,405	$3,468	$22,560	$20,500	$26,147
Engineer IV	71	$29,375	$13,859	$27,600	$25,000	$31,176

Continued

Level of Professional Responsibility and Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineer V	61	$31,953	$5,533	$32,000	$27,520	$36,000
Engineer VI	33	$33,900	$5,695	$32,500	$30,622	$36,000
Engineer VII	19	$44,844	$15,687	$37,080	$33,600	$50,000
Engineer VIII	18	$46,004	$15,513	$40,750	$36,748	$54,500
Engineer IX	10	$80,495	$48,148	$71,000	$52,500	$102,000
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Engineer I/II	24	$24,832	$23,026	$20,360	$17,548	$21,925
Engineer III	75	$21,721	$3,687	$21,200	$18,840	$25,100
Engineer IV	174	$26,726	$15,888	$24,690	$22,000	$29,000
Engineer V	200	$31,021	$7,325	$30,000	$26,560	$34,867
Engineer VI	147	$34,805	$7,667	$34,500	$29,000	$39,381
Engineer VII	96	$41,031	$10,486	$39,100	$34,400	$47,750
Engineer VIII	76	$48,333	$19,453	$43,389	$35,090	$56,000
Engineer IX	39	$60,383	$28,772	$54,000	$42,600	$69,050
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Engineer I/II	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	10	$21,729	$6,471	$18,300	$16,500	$25,500
Engineer IV	45	$23,307	$5,521	$23,400	$19,575	$26,042
Engineer V	97	$28,313	$6,878	$26,940	$24,395	$32,990
Engineer VI	136	$30,935	$6,887	$29,887	$25,800	$35,950
Engineer VII	141	$36,430	$7,728	$37,000	$30,439	$41,418
Engineer VIII	97	$39,920	$8,602	$39,890	$34,150	$45,000
Engineer IX	52	$46,322	$9,279	$45,300	$40,550	$53,000
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Engineer I/II	5	$21,656	$941	$21,740	$20,750	$22,520
Engineer III	11	$26,606	$3,112	$27,400	$22,500	$28,900
Engineer IV	33	$27,500	$3,800	$28,100	$24,993	$30,000
Engineer V	43	$31,057	$4,826	$31,000	$28,100	$33,475
Engineer VI	45	$38,498	$8,445	$37,500	$32,800	$42,400
Engineer VII	33	$43,627	$13,685	$40,000	$35,900	$48,193
Engineer VIII	16	$55,226	$17,244	$52,008	$44,250	$64,000
Engineer IX	13	$61,508	$20,043	$57,500	$47,750	$70,500
Construction & Real Estate Development	1,129	$47,255	$82,081	$37,400	$27,775	$52,000
Engineer I/II	25	$25,353	$22,237	$18,160	$17,020	$20,000
Engineer III	49	$24,715	$8,806	$22,520	$20,110	$27,240
Engineer IV	180	$29,113	$13,334	$26,075	$23,000	$31,025
Engineer V	167	$35,639	$16,621	$31,200	$27,000	$40,000
Engineer VI	172	$42,063	$21,807	$37,510	$30,330	$47,028
Engineer VII	120	$46,702	$17,466	$42,750	$35,117	$55,140
Engineer VIII	104	$58,267	$33,912	$48,250	$39,290	$64,500
Engineer IX	59	$72,112	$40,704	$60,000	$43,000	$85,000
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Engineer I/II	90	$31,600	$51,722	$18,400	$17,100	$23,220
Engineer III	330	$22,319	$33,618	$19,740	$18,000	$21,840
Engineer IV	826	$25,237	$7,428	$24,000	$21,080	$27,480
Engineer V	1,027	$31,449	$21,632	$28,800	$24,960	$33,800
Engineer VI	935	$37,310	$23,431	$34,000	$28,800	$40,000
Engineer VII	833	$43,740	$17,746	$40,000	$33,000	$50,000
Engineer VIII	807	$53,807	$44,344	$45,240	$36,000	$60,000
Engineer IX	491	$70,060	$43,649	$59,000	$43,680	$80,000
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Engineer I/II	16	$25,739	$18,061	$17,750	$15,868	$26,292
Engineer III	44	$22,404	$5,767	$21,900	$19,530	$24,000
Engineer IV	117	$25,728	$6,679	$25,000	$21,200	$27,900
Engineer V	113	$31,805	$8,002	$30,200	$26,600	$35,350
Engineer VI	130	$38,502	$16,523	$35,000	$30,000	$41,600
Engineer VII	84	$43,150	$16,670	$39,330	$33,000	$46,000
Engineer VIII	67	$51,004	$24,670	$47,000	$35,500	$55,280
Engineer IX	50	$65,948	$48,486	$53,500	$42,500	$73,000
Government -- Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Engineer I/II	16	$20,231	$4,485	$18,338	$17,460	$20,938
Engineer III	56	$25,025	$31,857	$20,172	$18,575	$21,281
Engineer IV	219	$26,466	$4,973	$25,397	$22,900	$30,000
Engineer V	301	$31,550	$22,482	$28,861	$26,164	$32,725
Engineer VI	252	$38,842	$56,679	$33,570	$30,621	$37,207
Engineer VII	150	$38,188	$7,725	$37,686	$33,829	$41,090
Engineer VIII	102	$43,177	$6,760	$43,622	$38,184	$47,637
Engineer IX	39	$68,579	$142,719	$47,500	$42,000	$50,112
Government -- State	861	$28,716	$22,221	$27,468	$23,370	$31,958
Engineer I/II	21	$17,912	$2,890	$17,700	$15,300	$20,200
Engineer III	75	$20,851	$5,405	$19,572	$17,544	$23,100
Engineer IV	151	$23,474	$3,859	$23,300	$21,000	$26,000
Engineer V	224	$27,456	$8,249	$26,936	$24,077	$29,687
Engineer VI	157	$29,465	$5,195	$29,000	$25,949	$32,800
Engineer VII	115	$32,141	$6,277	$32,095	$28,350	$34,260
Engineer VIII	59	$35,050	$4,657	$34,992	$31,600	$38,000
Engineer IX	35	$57,022	$100,006	$39,060	$34,000	$44,619
Government -- Local	1,059	$28,571	$7,726	$27,540	$23,704	$32,444
Engineer I/II	15	$18,314	$3,744	$17,044	$15,987	$19,156
Engineer III	57	$20,779	$4,003	$20,544	$17,925	$23,752
Engineer IV	147	$23,358	$4,742	$23,100	$20,000	$26,000
Engineer V	201	$25,825	$4,578	$25,000	$22,551	$29,000
Engineer VI	254	$28,555	$5,559	$28,130	$25,000	$31,275
Engineer VII	168	$31,672	$6,497	$30,814	$27,243	$36,180
Engineer VIII	35	$33,841	$6,683	$34,300	$28,916	$37,900
Engineer IX	59	$38,281	$8,380	$37,400	$31,500	$44,512
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Engineer I/II	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	15	$22,893	$4,450	$21,180	$20,040	$24,720
Engineer IV	41	$27,563	$5,024	$26,880	$22,900	$30,950
Engineer V	63	$30,723	$4,978	$30,780	$28,000	$34,120
Engineer VI	41	$34,864	$5,668	$34,000	$31,900	$37,850
Engineer VII	22	$36,532	$7,372	$37,050	$33,480	$42,400
Engineer VIII	12	$39,065	$8,012	$41,400	$32,500	$46,650
Engineer IX	12	$56,842	$20,260	$52,746	$43,500	$75,000

Continued

Level of Professional Responsibility and Industry or Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Transportation Services	126	$36,954	$30,447	$30,628	$25,005	$39,000
Engineer I/II	7	$22,772	$7,047	$20,173	$18,600	$24,366
Engineer III	13	$23,148	$7,736	$19,200	$18,000	$27,435
Engineer IV	21	$26,560	$4,989	$25,992	$23,850	$29,843
Engineer V	22	$29,911	$4,972	$28,224	$27,200	$32,300
Engineer VI	16	$32,699	$6,146	$32,325	$29,250	$36,280
Engineer VII	14	$37,038	$8,572	$37,910	$31,000	$43,200
Engineer VIII	8	$45,273	$7,695	$44,350	$37,860	$53,750
Engineer IX	14	$80,780	$72,678	$52,400	$47,064	$65,145
Utilities -- Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Engineer I/II	51	$21,834	$9,584	$19,270	$18,300	$21,500
Engineer III	113	$21,827	$2,697	$21,780	$19,722	$24,000
Engineer IV	265	$25,473	$4,814	$24,672	$22,500	$27,736
Engineer V	300	$30,830	$22,159	$29,353	$26,320	$32,548
Engineer VI	179	$33,273	$5,822	$32,808	$29,456	$36,310
Engineer VII	152	$38,662	$6,721	$38,000	$34,000	$42,360
Engineer VIII	81	$43,312	$14,806	$42,000	$35,836	$46,982
Engineer IX	47	$54,527	$21,410	$50,000	$44,000	$59,900
Utilities -- Gas & Pipelines	247	$36,500	$16,984	$33,000	$25,032	$42,000
Engineer I/II	4	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	22	$21,845	$2,696	$21,432	$20,400	$24,800
Engineer IV	47	$25,711	$4,262	$25,032	$23,040	$28,200
Engineer V	48	$30,386	$5,900	$29,800	$26,868	$33,000
Engineer VI	36	$37,584	$9,801	$35,500	$33,000	$40,750
Engineer VII	28	$39,640	$8,924	$39,250	$35,800	$43,910
Engineer VIII	18	$53,993	$21,239	$45,950	$38,000	$60,000
Engineer IX	13	$72,438	$27,039	$64,000	$54,950	$86,700
Utilities -- Other	254	$32,570	$11,633	$30,400	$25,000	$37,120
Engineer I/II	11	$22,202	$4,202	$21,300	$18,800	$25,620
Engineer III	14	$23,712	$4,209	$22,741	$20,764	$25,300
Engineer IV	50	$25,977	$5,261	$25,740	$21,050	$29,875
Engineer V	55	$29,503	$5,970	$28,600	$25,000	$31,000
Engineer VI	47	$35,127	$10,317	$32,500	$27,100	$40,000
Engineer VII	32	$38,969	$9,537	$36,975	$33,650	$42,500
Engineer VIII	15	$41,694	$8,082	$39,980	$35,310	$48,500
Engineer IX	11	$47,040	$14,379	$45,000	$37,350	$56,000
Other Non-Manufacturing/Extractive	658	$40,511	$33,780	$33,000	$26,500	$43,996
Engineer I/II	19	$26,809	$19,257	$19,100	$16,800	$25,000
Engineer III	26	$22,667	$5,112	$21,079	$18,782	$25,370
Engineer IV	84	$27,066	$6,426	$26,500	$22,767	$30,300
Engineer V	111	$31,920	$27,010	$28,300	$25,000	$32,500
Engineer VI	111	$40,947	$38,775	$36,000	$29,600	$42,800
Engineer VII	78	$36,953	$10,828	$36,250	$29,700	$41,000
Engineer VIII	66	$53,156	$40,177	$44,249	$35,300	$54,000
Engineer IX	37	$52,804	$21,458	$50,000	$39,500	$61,000

Level of Professional Responsibility and Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Non-managerial positions	4,322	$28,646	$19,440	$25,900	$21,190	$31,668
Engineer I/II	305	$20,489	$10,211	$18,800	$17,500	$21,000
Engineer III	802	$22,388	$23,368	$20,800	$18,660	$23,000
Engineer IV	1,410	$26,565	$17,444	$25,000	$22,000	$28,525
Engineer V	764	$30,186	$12,140	$29,000	$25,954	$32,930
Engineer VI	398	$33,991	$21,649	$32,375	$28,500	$37,000
Engineer VII	191	$38,501	$12,116	$36,400	$31,000	$43,000
Engineer VIII	102	$43,640	$19,255	$41,100	$32,750	$49,600
Engineer IX	67	$49,516	$22,255	$44,500	$35,500	$59,000
Supervise 1-3 engineers, scientists or technologists	3,737	$30,843	$15,841	$27,980	$23,548	$34,000
Engineer I/II	40	$26,703	$24,602	$19,900	$17,360	$23,600
Engineer III	244	$21,910	$4,930	$20,778	$18,710	$24,400
Engineer IV	1,014	$25,732	$6,276	$24,945	$22,000	$28,300
Engineer V	1,155	$29,965	$17,049	$28,020	$24,600	$32,656
Engineer VI	600	$33,642	$11,911	$31,613	$26,592	$37,535
Engineer VII	296	$37,860	$13,911	$35,000	$29,575	$42,666
Engineer VIII	164	$40,516	$19,062	$36,950	$29,938	$46,000
Engineer IX	69	$55,542	$41,792	$45,000	$33,000	$55,500
Supervise 4-9 engineers, scientists or technologists	3,339	$35,837	$25,152	$32,400	$27,453	$39,000
Engineer I/II	13	$39,311	$17,275	$36,000	$26,498	$46,025
Engineer III	48	$22,953	$5,369	$21,590	$18,918	$25,589
Engineer IV	375	$27,493	$8,443	$26,020	$23,000	$30,000
Engineer V	1,035	$31,443	$15,127	$30,000	$26,416	$34,200
Engineer VI	870	$36,100	$22,477	$33,500	$29,100	$39,000
Engineer VII	493	$39,376	$12,180	$36,500	$32,150	$44,000
Engineer VIII	292	$43,218	$18,341	$40,000	$32,000	$49,000
Engineer IX	109	$62,874	$91,476	$43,500	$37,144	$61,200
Supervise 10-49 engineers, scientists or technologists	2,917	$43,417	$22,945	$38,600	$32,300	$47,874
Engineer I/II	8	$55,231	$20,719	$51,000	$39,023	$70,000
Engineer III	6	$27,290	$8,942	$23,900	$22,000	$29,000
Engineer IV	75	$28,993	$9,181	$27,400	$24,000	$32,100
Engineer V	346	$32,948	$9,679	$31,317	$27,852	$36,200
Engineer VI	756	$37,749	$18,003	$35,000	$31,000	$41,000
Engineer VII	755	$41,904	$13,730	$39,333	$34,000	$46,000
Engineer VIII	578	$50,705	$31,475	$44,600	$37,500	$54,500
Engineer IX	252	$59,802	$29,564	$52,100	$42,000	$70,000
Direct 50 or more engineers, scientists or technologists	838	$61,900	$45,891	$49,440	$40,000	$69,000
Engineer I/II	3	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IV	3	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer V	23	$38,100	$13,573	$36,000	$29,100	$42,072
Engineer VI	75	$39,381	$12,731	$36,600	$31,905	$44,600
Engineer VII	160	$46,243	$17,480	$42,806	$37,663	$49,138
Engineer VIII	235	$56,404	$28,065	$48,555	$40,925	$62,108
Engineer IX	252	$78,684	$66,553	$60,000	$48,000	$83,575
Supervise 3-9 clerical, production or maintenance	633	$31,567	$22,706	$27,000	$22,276	$35,000
Engineer I/II	29	$21,454	$11,744	$19,200	$16,388	$21,088
Engineer III	69	$22,124	$4,033	$21,100	$18,738	$24,650
Engineer IV	161	$25,482	$7,351	$24,380	$20,998	$28,332
Engineer V	139	$29,435	$9,402	$27,000	$24,400	$32,400

Continued

Level of Professional Responsibility and Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineer VI	76	$37,542	$20,065	$34,000	$27,375	$40,000
Engineer VII	39	$49,675	$64,460	$36,000	$30,000	$45,000
Engineer VIII	21	$42,448	$18,899	$35,000	$30,000	$47,500
Engineer IX	11	$61,709	$50,536	$45,000	$44,600	$50,000
Supervise 10-49 clerical, production or maintenance	1,764	$40,187	$26,207	$33,455	$26,586	$45,000
Engineer I/II	15	$25,661	$15,347	$19,300	$18,980	$25,000
Engineer III	54	$23,482	$5,774	$22,412	$20,000	$25,128
Engineer IV	189	$27,132	$10,956	$25,000	$21,846	$28,630
Engineer V	295	$32,433	$20,502	$28,140	$24,800	$33,945
Engineer VI	339	$37,153	$25,180	$32,500	$27,600	$39,500
Engineer VII	294	$40,116	$14,910	$37,000	$31,500	$44,500
Engineer VIII	208	$50,532	$25,465	$44,750	$34,553	$57,250
Engineer IX	109	$57,980	$34,838	$52,000	$37,250	$63,350
Direct 50-99 clerical, production or maintenance	649	$48,912	$46,771	$38,500	$30,000	$52,800
Engineer I/II	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	7	$24,420	$7,570	$20,800	$17,850	$29,700
Engineer IV	24	$27,288	$11,600	$24,240	$21,330	$31,100
Engineer V	70	$32,046	$15,892	$28,935	$25,000	$34,000
Engineer VI	123	$36,653	$14,689	$32,500	$27,470	$41,500
Engineer VII	123	$41,907	$18,773	$37,100	$30,000	$45,600
Engineer VIII	105	$65,500	$94,369	$46,000	$35,350	$63,500
Engineer IX	60	$65,516	$32,647	$56,750	$45,220	$75,500
Direct 100-249 clerical, production or maintenance	498	$54,139	$48,388	$41,293	$35,000	$55,000
Engineer I/II	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IV	11	$26,325	$5,107	$23,583	$23,000	$29,190
Engineer V	24	$44,788	$31,469	$33,483	$29,084	$43,250
Engineer VI	78	$49,973	$93,180	$35,750	$31,700	$40,600
Engineer VII	99	$42,688	$11,882	$40,000	$35,316	$47,000
Engineer VIII	90	$50,220	$22,901	$43,400	$37,500	$54,500
Engineer IX	76	$71,031	$44,455	$52,776	$43,800	$82,000
Direct 250-499 clerical, production or maintenance	239	$66,580	$79,217	$47,300	$37,000	$66,600
Engineer I/II	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IV	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer V	6	$110,333	$133,926	$49,800	$30,700	$99,000
Engineer VI	18	$40,783	$9,642	$37,250	$35,245	$46,500
Engineer VII	49	$43,593	$15,667	$40,345	$33,500	$50,000
Engineer VIII	47	$56,490	$55,606	$43,000	$36,500	$53,760
Engineer IX	59	$70,131	$35,746	$54,000	$45,000	$92,000
Direct 500 or more clerical, production or maintenance	285	$75,590	$53,976	$57,960	$43,500	$90,000
Engineer I/II	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer III	0	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer IV	1	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer V	4	- - - -	- - - -	- - - -	- - - -	- - - -
Engineer VI	8	$33,967	$6,888	$30,577	$30,000	$34,985
Engineer VII	30	$49,933	$17,442	$46,269	$34,000	$60,000
Engineer VIII	49	$56,213	$24,655	$49,300	$38,664	$67,000
Engineer IX	104	$78,301	$44,992	$61,650	$47,700	$100,750

Level of Professional Responsibility and Annual Billings for Service

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineer I/II	423	$24,202	$26,579	$19,200	$17,544	$22,000
Under $100,000	4	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	10	$25,844	$17,218	$16,996	$15,735	$25,000
$250,000 - $499,999	14	$28,029	$18,600	$18,338	$16,050	$36,000
$500,000 - $999,999	12	$29,958	$20,539	$18,050	$17,050	$41,800
$1,000,000 - $2,499,999	13	$22,519	$16,760	$17,650	$15,680	$20,780
$2,500,000 - $4,999,999	13	$31,921	$21,905	$19,448	$17,375	$47,500
$5,000,000 or More	27	$20,106	$6,395	$18,200	$17,500	$20,966
Engineer III	1,238	$22,410	$19,074	$21,000	$18,720	$23,900
Under $100,000	8	$22,280	$10,164	$18,900	$16,220	$24,500
$100,000 - $249,999	32	$19,619	$3,456	$19,568	$17,205	$21,296
$250,000 - $499,999	32	$20,679	$5,150	$19,190	$16,720	$23,380
$500,000 - $999,999	46	$21,131	$13,030	$18,780	$17,160	$21,000
$1,000,000 - $2,499,999	63	$20,778	$4,394	$20,000	$18,000	$22,200
$2,500,000 - $4,999,999	39	$19,634	$2,504	$19,100	$18,200	$20,800
$5,000,000 or More	107	$26,945	$57,918	$21,400	$19,200	$23,000
Engineer IV	3,292	$26,441	$12,818	$25,000	$22,000	$28,800
Under $100,000	56	$26,478	$13,932	$24,400	$18,000	$29,350
$100,000 - $249,999	88	$25,647	$10,222	$22,450	$19,900	$28,084
$250,000 - $499,999	89	$26,837	$11,166	$24,000	$21,050	$27,220
$500,000 - $999,999	114	$24,527	$4,746	$24,090	$21,000	$27,000
$1,000,000 - $2,499,999	159	$24,697	$6,490	$23,538	$20,650	$27,267
$2,500,000 - $4,999,999	82	$23,738	$4,168	$23,288	$21,000	$26,400
$5,000,000 or More	277	$25,987	$4,796	$25,200	$22,665	$28,465
Engineer V	3,890	$31,128	$16,481	$29,247	$25,500	$33,855
Under $100,000	95	$29,618	$12,185	$25,200	$21,000	$35,000
$100,000 - $249,999	107	$34,475	$44,466	$28,700	$22,600	$35,000
$250,000 - $499,999	117	$35,985	$44,895	$29,135	$25,240	$37,000
$500,000 - $999,999	147	$31,509	$12,680	$28,000	$24,200	$33,600
$1,000,000 - $2,499,999	202	$30,759	$9,252	$29,050	$25,000	$33,000
$2,500,000 - $4,999,999	93	$29,388	$7,232	$27,900	$24,300	$32,500
$5,000,000 or More	326	$30,697	$6,660	$29,450	$26,300	$34,000
Engineer VI	3,377	$36,389	$24,049	$33,500	$29,000	$39,500
Under $100,000	97	$29,152	$9,356	$27,635	$22,125	$35,000
$100,000 - $249,999	126	$36,022	$13,228	$34,000	$26,000	$42,500
$250,000 - $499,999	153	$37,569	$15,962	$33,995	$28,938	$41,353
$500,000 - $999,999	116	$43,008	$16,181	$38,915	$31,500	$50,030
$1,000,000 - $2,499,999	156	$37,662	$14,844	$34,550	$29,500	$40,000
$2,500,000 - $4,999,999	105	$36,493	$13,164	$33,000	$28,650	$40,250
$5,000,000 or More	268	$38,990	$37,113	$35,000	$30,716	$39,714
Engineer VII	2,555	$40,974	$16,291	$38,000	$32,280	$45,000
Under $100,000	78	$35,676	$12,458	$34,554	$27,500	$42,000
$100,000 - $249,999	114	$38,702	$13,599	$36,000	$28,000	$50,000
$250,000 - $499,999	123	$43,481	$18,135	$39,300	$32,000	$50,000

Continued

Level of Professional Responsibility and Annual Billings for Service

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
$500,000 - $999,999	142	$49,986	$21,729	$43,200	$36,000	$57,100
$1,000,000 - $2,499,999	148	$47,846	$20,057	$40,400	$34,200	$57,000
$2,500,000 - $4,999,999	73	$46,190	$21,644	$43,020	$35,180	$49,538
$5,000,000 or More	243	$42,599	$12,892	$40,700	$35,000	$47,500
Engineer VIII	1,923	$49,877	$34,876	$43,000	$35,400	$54,800
Under $100,000	83	$37,305	$17,625	$35,000	$28,000	$45,000
$100,000 - $249,999	82	$40,544	$14,811	$39,500	$30,000	$49,000
$250,000 - $499,999	116	$46,456	$17,948	$43,750	$34,100	$56,081
$500,000 - $999,999	100	$52,394	$26,801	$46,628	$36,200	$57,888
$1,000,000 - $2,499,999	135	$56,958	$27,864	$50,000	$40,000	$64,400
$2,500,000 - $4,999,999	103	$70,282	$92,197	$50,000	$40,000	$73,960
$5,000,000 or More	239	$59,103	$40,974	$51,000	$41,000	$64,500
Engineer IX	1,195	$66,166	$51,843	$52,500	$42,000	$74,000
Under $100,000	51	$42,642	$16,834	$40,000	$32,000	$50,000
$100,000 - $249,999	50	$52,022	$26,094	$46,000	$35,800	$60,000
$250,000 - $499,999	58	$50,495	$30,209	$42,000	$36,000	$50,000
$500,000 - $999,999	74	$66,936	$34,944	$55,980	$43,000	$80,000
$1,000,000 - $2,499,999	102	$72,387	$35,299	$60,450	$50,000	$85,000
$2,500,000 - $4,999,999	66	$82,066	$43,648	$71,400	$54,000	$90,000
$5,000,000 or More	131	$88,877	$59,464	$72,500	$55,000	$99,400

Job Function and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aeronautical & Aerospace	236	$36,492	$19,652	$33,834	$27,477	$40,875
Construction Supervision	0	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	21	$30,800	$10,371	$30,000	$22,888	$39,015
Design	45	$29,512	$6,722	$30,000	$24,198	$33,905
Executive/Administrative	47	$48,925	$18,815	$44,000	$37,210	$57,000
Production, Quality Control, Maintenance, etc	12	$29,868	$7,770	$30,750	$22,092	$37,480
Research & Development	85	$37,611	$25,585	$34,401	$29,823	$40,274
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	6	$31,539	$6,807	$29,874	$25,300	$35,625
Agricultural	186	$31,117	$12,831	$28,163	$22,000	$37,000
Construction Supervision	9	$24,780	$5,712	$25,041	$20,816	$29,663
Consulting	18	$26,612	$10,594	$21,790	$20,168	$38,075
Design	43	$26,270	$8,341	$25,000	$20,000	$28,818
Executive/Administrative	39	$43,777	$17,103	$41,700	$30,000	$50,300
Production, Quality Control, Maintenance, etc	5	$27,680	$8,718	$24,000	$20,399	$36,800
Research & Development	26	$30,294	$6,365	$30,109	$25,772	$34,270
Sales	3	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	23	$30,916	$10,029	$29,800	$24,000	$36,600
Chemical	723	$41,946	$31,102	$35,000	$27,000	$45,000
Construction Supervision	9	$33,020	$17,261	$29,400	$22,600	$33,750
Consulting	111	$46,416	$26,733	$40,000	$33,000	$50,000
Design	112	$32,311	$9,684	$31,375	$24,950	$36,941
Executive/Administrative	174	$61,319	$50,212	$49,700	$36,000	$66,560
Production, Quality Control, Maintenance, etc	92	$32,249	$12,120	$28,438	$23,463	$36,000
Research & Development	107	$33,102	$11,740	$31,000	$25,320	$37,408
Sales	22	$33,867	$10,005	$35,250	$27,500	$40,000
Teaching	27	$42,192	$30,059	$35,453	$26,385	$45,000
Civil	7,332	$36,845	$31,745	$30,160	$24,641	$40,000
Construction Supervision	754	$33,194	$50,964	$27,110	$22,500	$34,000
Consulting	2,082	$38,447	$27,535	$31,865	$25,000	$43,200
Design	1,244	$27,416	$18,449	$25,000	$20,800	$30,000
Executive/Administrative	2,336	$43,681	$33,884	$35,460	$29,295	$47,052
Production, Quality Control, Maintenance, etc	155	$27,570	$8,361	$26,740	$23,000	$31,283
Research & Development	115	$35,807	$39,272	$30,725	$25,300	$38,300
Sales	82	$38,330	$22,164	$33,390	$26,000	$42,500
Teaching	129	$30,546	$7,753	$30,064	$25,000	$35,400
Electrical & Electronic	3,210	$35,756	$22,346	$31,512	$25,920	$39,650
Construction Supervision	142	$33,388	$21,735	$29,700	$25,000	$35,800
Consulting	532	$38,053	$25,106	$33,180	$26,430	$42,950
Design	744	$28,975	$7,624	$28,000	$23,802	$32,760
Executive/Administrative	861	$45,067	$29,842	$38,400	$32,000	$48,500
Production, Quality Control, Maintenance, etc	269	$28,682	$7,610	$26,964	$24,000	$32,258
Research & Development	269	$32,812	$9,880	$31,000	$25,855	$37,840
Sales	82	$41,360	$46,666	$30,760	$26,500	$40,000
Teaching	80	$30,395	$8,119	$30,000	$24,560	$36,640
Industrial	529	$36,571	$20,893	$32,000	$25,424	$40,000
Construction Supervision	12	$34,769	$10,193	$32,150	$28,644	$37,500
Consulting	80	$37,076	$16,737	$32,000	$26,150	$40,850
Design	32	$29,089	$9,112	$28,550	$22,213	$32,050
Executive/Administrative	187	$46,429	$27,867	$37,300	$32,000	$50,000
Production, Quality Control, Maintenance, etc	121	$28,007	$11,548	$25,620	$21,000	$31,824
Research & Development	22	$32,036	$11,779	$30,000	$23,010	$35,800
Sales	13	$32,571	$8,446	$33,500	$24,850	$40,350
Teaching	17	$28,297	$10,465	$26,500	$20,745	$33,850
Mechanical	3,758	$38,587	$28,363	$32,000	$26,000	$41,192
Construction Supervision	164	$34,540	$19,044	$29,721	$24,335	$36,300
Consulting	734	$41,677	$37,180	$34,360	$27,000	$46,000
Design	878	$29,510	$15,845	$27,500	$23,400	$33,000
Executive/Administrative	956	$51,735	$35,855	$41,000	$33,200	$56,250
Production, Quality Control, Maintenance, etc	311	$29,316	$9,414	$27,500	$23,200	$33,463
Research & Development	304	$32,523	$10,593	$30,753	$25,537	$37,000
Sales	125	$38,872	$19,133	$35,000	$26,560	$46,000
Teaching	69	$29,947	$8,381	$28,800	$24,000	$33,400
Metallurgical & Materials	133	$35,466	$17,789	$30,000	$24,638	$39,500
Construction Supervision	0	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	19	$34,025	$12,515	$32,250	$25,000	$39,000
Design	4	- - - -	- - - -	- - - -	- - - -	- - - -
Executive/Administrative	26	$57,875	$23,395	$49,300	$43,969	$72,500
Production, Quality Control, Maintenance, etc	37	$26,582	$6,211	$26-748	$21,279	$29,400
Research & Development	27	$33,053	$10,837	$32,312	$25,500	$36,000
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	7	$32,611	$16,051	$27,617	$20,000	$44,750

Continued

Job Function and Major Branch of Engineering

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Nuclear	174	$38,154	$24,005	$34,208	$29,000	$43,300
Construction Supervision	7	$68,895	$94,697	$34,216	$18,945	$41,010
Consulting	23	$45,019	$15,010	$45,020	$31,300	$56,500
Design	25	$32,224	$9,601	$30,390	$23,990	$39,300
Executive/Administrative	50	$42,590	$15,035	$40,000	$33,400	$49,000
Production, Quality Control, Maintenance, etc	10	$32,500	$4,165	$32,118	$29,000	$35,000
Research & Development	28	$31,884	$9,341	$32,320	$23,790	$39,100
Sales	3	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	9	$33,093	$5,970	$34,000	$27,625	$38,695
Petroleum & Mining	455	$49,281	$45,177	$38,000	$30,000	$52,690
Construction Supervision	15	$38,080	$13,928	$36,776	$25,920	$48,500
Consulting	92	$53,274	$33,424	$45,000	$31,850	$62,750
Design	41	$31,173	$10,097	$27,500	$23,612	$36,422
Executive/Administrative	159	$64,719	$66,416	$46,000	$36,500	$62,000
Production, Quality Control, Maintenance, etc	73	$34,974	$16,690	$33,000	$25,418	$39,900
Research & Development	12	$38,711	$13,811	$35,964	$29,361	$41,890
Sales	13	$39,583	$15,760	$33,000	$30,000	$44,920
Teaching	5	$25,970	$4,937	$27,500	$20,300	$30,875
Sanitary	857	$38,301	$40,737	$30,500	$24,350	$41,000
Construction Supervision	18	$30,686	$15,029	$24,140	$22,215	$37,775
Consulting	384	$37,289	$24,601	$30,130	$24,775	$41,250
Design	96	$31,609	$47,210	$24,000	$20,000	$31,860
Executive/Administrative	252	$45,989	$60,378	$36,700	$30,000	$50,000
Production, Quality Control, Maintenance, etc	11	$31,836	$19,578	$24,000	$20,160	$33,000
Research & Development	8	$29,232	$7,431	$30,100	$22,418	$35,109
Sales	20	$47,699	$23,811	$37,250	$30,000	$58,952
Teaching	12	$34,387	$7,832	$31,241	$28,800	$42,307

Job Function and Industry or Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Construction Supervision	4	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	24	$32,780	$8,200	$32,070	$26,000	$37,165
Design	118	$28,543	$7,177	$28,372	$23,000	$33,000
Executive/Administrative	45	$43,053	$14,271	$40,000	$33,150	$52,000
Production, Quality Control, Maintenance, etc	41	$29,071	$10,665	$27,650	$21,808	$32,250
Research & Development	100	$32,443	$7,576	$31,500	$27,150	$37,057
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Construction Supervision	28	$44,033	$25,700	$34,440	$27,250	$50,750
Consulting	38	$44,071	$11,217	$43,789	$36,000	$50,800
Design	130	$33,065	$9,374	$32,220	$26,500	$38,000
Executive/Administrative	131	$55,166	$46,795	$43,000	$35,000	$60,000
Production, Quality Control, Maintenance, etc	98	$32,327	$13,078	$28,552	$24,400	$35,954
Research & Development	42	$37,106	$14,972	$33,839	$28,300	$39,980
Sales	7	$35,943	$4,491	$35,400	$31,100	$40,000
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Construction Supervision	19	$30,389	$10,942	$28,280	$24,060	$35,000
Consulting	51	$35,580	$11,746	$34,000	$27,000	$40,500
Design	194	$29,884	$7,834	$29,442	$24,440	$34,375
Executive/Administrative	152	$48,152	$29,294	$41,155	$33,390	$53,388
Production, Quality Control, Maintenance, etc	107	$27,819	$7,579	$26,179	$22,000	$32,613
Research & Development	129	$34,110	$11,372	$32,220	$26,400	$39,075
Sales	50	$43,931	$56,992	$35,500	$26,214	$42,000
Teaching	5	$29,452	$5,537	$26,000	$24,550	$36,080
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Construction Supervision	5	$22,201	$4,935	$22,700	$17,536	$26,616
Consulting	13	$44,445	$22,962	$35,000	$30,250	$55,000
Design	150	$27,960	$12,161	$25,700	$21,000	$30,000
Executive/Administrative	233	$55,335	$40,580	$41,600	$33,100	$61,750
Production, Quality Control, Maintenance, etc	71	$28,918	$11,405	$26,175	$21,312	$31,512
Research & Development	45	$33,443	$10,778	$30,550	$25,550	$38,180
Sales	48	$33,951	$8,965	$33,000	$26,788	$40,000
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Construction Supervision	6	$31,017	$6,558	$30,500	$27,500	$32,000
Consulting	17	$38,442	$11,543	$38,380	$30,000	$42,975
Design	37	$29,507	$7,941	$28,540	$25,705	$30,850
Executive/Administrative	50	$56,562	$57,161	$45,750	$34,000	$58,400
Production, Quality Control, Maintenance, etc	27	$28,395	$6,950	$28,526	$22,200	$33,200
Research & Development	14	$38,386	$23,053	$27,880	$24,750	$45,000
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Construction Supervision	7	$29,867	$10,992	$28,295	$20,760	$33,000
Consulting	15	$37,403	$7,810	$40,000	$30,200	$42,100
Design	122	$31,511	$36,453	$26,450	$22,584	$32,000
Executive/Administrative	126	$57,064	$40,727	$42,500	$34,000	$61,000
Production, Quality Control, Maintenance, etc	31	$29,180	$8,054	$29,160	$22,900	$34,480
Research & Development	39	$30,848	$8,609	$27,888	$24,804	$35,653
Sales	49	$35,534	$13,581	$33,500	$26,100	$42,972
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Construction Supervision	47	$31,644	$8,148	$29,900	$25,920	$36,776
Consulting	62	$56,043	$54,258	$44,800	$35,000	$60,000
Design	87	$30,418	$9,981	$27,900	$22,500	$36,900
Executive/Administrative	156	$62,176	$53,591	$48,900	$38,903	$62,750
Production, Quality Control, Maintenance, etc	90	$33,881	$10,090	$32,430	$26,000	$40,000
Research & Development	27	$40,187	$15,660	$36,000	$27,721	$47,500
Sales	8	$37,066	$7,485	$34,000	$31,500	$41,920
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Primary Metal Industries	229	$36,183	$19,723	$31,500	$26,154	$40,000
Construction Supervision	7	$27,464	$7,518	$24,300	$22,906	$38,600
Consulting	13	$39,772	$26,691	$28,800	$25,280	$46,000
Design	50	$29,162	$6,161	$28,554	$26,000	$32,400

Continued

Job Function and Industry or Service of Employer

Job Function and Industry or Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Executive/Administrative	69	$48,076	$24,851	$40,944	$33,330	$50,000
Production, Quality Control, Maintenance, etc	51	$29,207	$10,250	$27,900	$22,180	$34,271
Research & Development	16	$30,012	$7,407	$28,800	$24,162	$33,656
Sales	7	$45,088	$39,723	$32,520	$24,880	$40,000
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Rubber & Plastic Products	123	$32,991	$13,207	$30,240	$25,440	$36,500
Construction Supervision	1	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	3	- - - -	- - - -	- - - -	- - - -	- - - -
Design	26	$28,591	$6,121	$27,668	$24,719	$32,800
Executive/Administrative	31	$40,963	$17,076	$35,000	$31,800	$45,000
Production, Quality Control, Maintenance, etc	32	$27,338	$6,062	$25,800	$24,000	$30,100
Research & Development	24	$33,790	$10,832	$31,500	$25,526	$40,100
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Construction Supervision	10	$30,277	$8,820	$31,600	$25,500	$36,726
Consulting	3	- - - -	- - - -	- - - -	- - - -	- - - -
Design	27	$28,985	$10,188	$26,500	$20,925	$33,085
Executive/Administrative	60	$51,899	$28,169	$42,275	$35,000	$62,250
Production, Quality Control, Maintenance, etc	28	$30,685	$10,711	$28,250	$23,702	$34,650
Research & Development	13	$33,168	$9,229	$30,000	$24,600	$44,755
Sales	15	$39,263	$23,008	$32,242	$28,000	$40,700
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Construction Supervision	5	$27,319	$3,556	$25,400	$24,072	$31,525
Consulting	15	$38,705	$14,792	$36,000	$29,112	$40,356
Design	88	$29,386	$8,426	$28,590	$24,496	$32,275
Executive/Administrative	59	$46,040	$26,320	$37,000	$33,000	$50,000
Production, Quality Control, Maintenance, etc	29	$27,827	$4,404	$26,766	$25,150	$30,843
Research & Development	42	$31,360	$12,630	$29,098	$25,000	$33,625
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Construction Supervision	42	$28,991	$9,430	$27,600	$23,400	$31,572
Consulting	90	$40,385	$36,646	$33,500	$26,000	$46,200
Design	200	$27,855	$8,786	$26,265	$22,010	$31,500
Executive/Administrative	226	$50,867	$31,169	$40,350	$32,750	$56,000
Production, Quality Control, Maintenance, etc	100	$31,245	$13,335	$28,900	$22,290	$34,800
Research & Development	107	$32,778	$9,713	$31,000	$27,000	$37,760
Sales	49	$38,449	$19,919	$36,000	$26,363	$40,700
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Construction Supervision	6	$26,175	$1,183	$26,550	$25,400	$26,850
Consulting	9	$28,673	$11,282	$25,000	$19,879	$39,700
Design	6	$22,578	$6,805	$20,212	$16,300	$27,744
Executive/Administrative	171	$39,715	$8,853	$39,996	$33,720	$45,000
Production, Quality Control, Maintenance, etc	3	- - - -	- - - -	- - - -	- - - -	- - - -
Research & Development	65	$33,421	$10,834	$32,500	$25,788	$40,709
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	365	$31,279	$10,350	$30,000	$24,871	$36,350
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Construction Supervision	7	$33,924	$8,107	$32,500	$26,500	$37,500
Consulting	11	$33,087	$10,316	$30,000	$28,000	$36,000
Design	26	$28,070	$5,324	$28,100	$24,985	$30,000
Executive/Administrative	133	$45,535	$23,744	$39,600	$32,600	$50,200
Production, Quality Control, Maintenance, etc	15	$31,177	$9,228	$32,500	$24,000	$34,626
Research & Development	4	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Construction & Real Estate Development	1,129	$47,255	$42,081	$37,400	$27,775	$52,000
Construction Supervision	444	$39,124	$50,761	$30,958	$24,725	$40,550
Consulting	38	$40,798	$20,186	$35,500	$28,200	$46,000
Design	56	$33,152	$10,730	$30,852	$25,100	$40,500
Executive/Administrative	473	$58,441	$36,507	$47,000	$36,000	$67,000
Production, Quality Control, Maintenance, etc	11	$30,307	$5,052	$30,000	$27,600	$35,900
Research & Development	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	21	$39,549	$29,704	$27,650	$23,260	$50,500
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Construction Supervision	118	$29,742	$12,517	$26,150	$21,500	$34,000
Consulting	3,482	$39,730	$29,198	$33,200	$25,500	$45,000
Design	927	$28,938	$24,038	$25,500	$21,000	$31,200
Executive/Administrative	1,004	$57,114	$46,632	$47,000	$35,513	$65,000
Production, Quality Control, Maintenance, etc	12	$35,105	$17,863	$32,280	$22,988	$38,260
Research & Development	16	$33,013	$9,531	$31,125	$26,120	$37,608
Sales	33	$40,555	$16,469	$36,500	$29,193	$44,256
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Construction Supervision	23	$31,143	$8,664	$30,300	$23,280	$36,445
Consulting	206	$38,613	$19,633	$34,250	$26,000	$45,275
Design	164	$29,567	$10,759	$27,500	$22,450	$34,150
Executive/Administrative	168	$54,423	$42,502	$40,500	$34,000	$58,200
Production, Quality Control, Maintenance, etc	22	$34,087	$27,663	$26,610	$19,800	$37,385
Research & Development	17	$28,894	$8,392	$27,000	$23,028	$37,020
Sales	17	$44,141	$14,953	$40,760	$33,670	$52,000
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Government -- Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Construction Supervision	88	$43,984	$100,793	$30,055	$25,219	$35,988
Consulting	58	$32,798	$12,667	$31,198	$25,000	$36,000
Design	214	$29,403	$20,274	$28,224	$23,580	$32,000
Executive/Administrative	384	$38,745	$41,557	$36,126	$30,464	$42,500
Production, Quality Control, Maintenance, etc	97	$29,715	$6,614	$28,368	$25,041	$34,575
Research & Development	170	$37,161	$36,439	$33,315	$27,500	$38,500
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
Government -- State	861	$28,716	$22,221	$27,468	$23,370	$31,954
Construction Supervision	107	$25,119	$5,643	$24,675	$21,175	$28,600

Continued

Job Function and Industry or Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Consulting	26	$26,732	$8,660	$25,100	$21,840	$29,000
Design	166	$25,255	$5,620	$25,000	$21,500	$28,752
Executive/Administrative	349	$33,389	$33,613	$30,600	$26,620	$34,986
Production, Quality Control, Maintenance, etc	49	$26,163	$4,735	$26,740	$23,048	$28,990
Research & Development	31	$26,508	$5,592	$27,500	$21,348	$30,050
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	7	$31,102	$6,322	$31,128	$29,725	$34,000
Government -- Local	1,059	$28,571	$7,726	$27,540	$23,704	$32,444
Construction Supervision	64	$24,068	$6,298	$22,975	$19,671	$27,874
Consulting	37	$32,205	$13,478	$26,450	$23,722	$36,888
Design	146	$23,760	$4,990	$23,646	$20,351	$26,200
Executive/Administrative	677	$30,555	$7,251	$29,250	$25,526	$34,500
Production, Quality Control, Maintenance, etc	26	$25,631	$5,910	$24,800	$21,900	$30,000
Research & Development	8	$24,630	$5,552	$24,500	$19,836	$28,936
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Construction Supervision	2	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	13	$32,152	$13,775	$29,600	$23,950	$34,400
Design	32	$29,011	$6,993	$27,000	$22,550	$33,855
Executive/Administrative	34	$43,025	$17,298	$35,682	$30,800	$50,112
Production, Quality Control, Maintenance, etc	9	$29,228	$6,866	$29,900	$24,840	$33,638
Research & Development	107	$33,633	$14,647	$32,900	$28,000	$37,000
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Transportation Services	126	$36,954	$30,447	$30,628	$25,005	$39,000
Construction Supervision	15	$26,424	$5,039	$25,740	$21,450	$30,954
Consulting	11	$37,562	$12,558	$34,000	$27,980	$48,000
Design	26	$27,708	$8,854	$26,100	$19,836	$31,500
Executive/Administrative	53	$45,732	$42,780	$35,040	$28,276	$47,282
Production, Quality Control, Maintenance, etc	8	$26,564	$6,475	$28,246	$19,080	$32,500
Research & Development	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Utilities -- Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Construction Supervision	101	$28,701	$7,424	$27,500	$22,650	$33,200
Consulting	74	$32,275	$16,465	$29,000	$24,112	$35,500
Design	309	$27,760	$6,828	$26,300	$23,000	$31,931
Executive/Administrative	407	$40,164	$22,977	$36,360	$31,392	$44,720
Production, Quality Control, Maintenance, etc	167	$27,443	$6,635	$26,572	$22,200	$32,000
Research & Development	34	$31,049	$8,885	$28,475	$25,000	$38,700
Sales	26	$28,671	$7,009	$27,750	$23,044	$29,850
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Utilities -- Gas & Pipelines	247	$36,500	$16,984	$33,000	$25,032	$42,000
Construction Supervision	14	$29,280	$8,896	$28,490	$21,425	$31,600
Consulting	13	$45,805	$15,595	$49,300	$38,750	$56,610
Design	49	$28,446	$8,885	$25,250	$22,860	$32,873
Executive/Administrative	112	$43,623	$20,298	$36,900	$31,097	$51,350
Production, Quality Control, Maintenance, etc	18	$28,442	$5,129	$27,210	$23,780	$33,768
Research & Development	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	7	$26,533	$5,645	$24,800	$21,000	$32,000
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Utilities -- Other	254	$32,570	$11,633	$30,400	$25,000	$37,120
Construction Supervision	11	$24,730	$4,366	$24,544	$22,000	$27,155
Consulting	11	$33,884	$11,371	$37,120	$21,000	$40,700
Design	40	$24,900	$4,672	$24,305	$21,340	$28,255
Executive/Administrative	130	$37,254	$12,979	$35,561	$29,660	$40,000
Production, Quality Control, Maintenance, etc	19	$26,270	$3,770	$26,160	$24,500	$29,700
Research & Development	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Other Non-Manufacturing/Extractive	658	$40,511	$33,780	$33,000	$26,500	$43,996
Construction Supervision	38	$37,944	$43,844	$32,000	$24,900	$37,000
Consulting	122	$34,113	$15,878	$30,000	$23,900	$39,000
Design	60	$28,600	$10,646	$26,620	$23,402	$30,060
Executive/Administrative	239	$48,970	$40,207	$39,400	$32,180	$50,150
Production, Quality Control, Maintenance, etc	22	$25,668	$5,362	$26,395	$22,500	$29,208
Research & Development	14	$35,080	$10,651	$33,500	$26,200	$40,400
Sales	56	$43,404	$26,193	$36,000	$25,575	$54,500
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -

Job Function and Level of Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Non-managerial positions	4,322	$28,646	$19,440	$25,900	$21,190	$31,668
Construction Supervision	231	$25,477	$7,551	$24,000	$20,400	$29,500
Consulting	806	$31.973	$26,923	$26,900	$21,200	$36,800
Design	1,324	$25,413	$15,441	$23,932	$20,000	$28,217
Executive/Administrative	303	$34,702	$18,931	$30,403	$26,000	$36,156
Production, Quality Control, Maintenance, etc	367	$25,128	$5,876	$24,500	$20,460	$28,371
Research & Development	408	$30,956	$24,549	$28,878	$24,000	$34,451
Sales	186	$36,121	$32,923	$30,000	$25,086	$40,000
Teaching	161	$28,271	$7,693	$27,000	$23,150	$32,483
Supervise 1-3 engineers, scientists or technologists	3,737	$30,843	$15,841	$27,980	$23,548	$34,000
Construction Supervision	211	$29,865	$21,246	$26,300	$22,500	$31,128
Consulting	1,259	$32,356	$15,183	$29,000	$23,500	$36,000
Design	947	$27,384	$16,355	$25,764	$22,250	$30,000
Executive/Administrative	485	$35,673	$19,411	$31,163	$26,610	$38,946
Production, Quality Control, Maintenance, etc	171	$28,248	$6,892	$27,000	$23,647	$32,500
Research & Development	267	$30,003	$7,451	$29,000	$24,975	$33,858
Sales	67	$36,267	$14,233	$35,000	$25,500	$40,760
Teaching	72	$31,155	$16,954	$28,550	$24,245	$34,840
Supervise 4-9 engineers, scientists or technologists	3,339	$35,837	$25,152	$32,400	$27,453	$39,000
Construction Supervision	169	$36,981	$70,726	$30,276	$25,091	$36,070
Consulting	1,042	$38,918	$27,197	$33,600	$28,000	$42,500
Design	675	$32,247	$19,213	$30,000	$26,354	$35,000
Executive/Administrative	811	$36,423	$13,617	$33,600	$29,132	$40,000
Production, Quality Control, Maintenance, etc	133	$30,385	$7,169	$30,000	$25,789	$34,730
Research & Development	187	$35,540	$8,037	$34,460	$30,000	$40,200

Continued

Job Function and Level of Managerial Responsibility

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Sales	34	$38,141	$19,995	$33,500	$28,000	$39,800
Teaching	74	$34,809	$13,892	$32,000	$26,800	$39,300
Supervise 10-49 engineers, scientists or technologists	2,917	$43,417	$22,945	$38,600	$32,300	$47,874
Construction Supervision	132	$36,764	$26,144	$32,090	$27,008	$38,964
Consulting	755	$47,507	$27,185	$40,500	$33,200	$53,700
Design	294	$36,836	$10,471	$35,000	$30,500	$40,500
Executive/Administrative	1,306	$44,635	$23,802	$40,000	$33,312	$49,365
Production, Quality Control, Maintenance, etc	64	$35,533	$8,688	$33,100	$30,000	$40,324
Research & Development	138	$41,163	$10,852	$40,000	$35,000	$45,000
Sales	29	$46,279	$23,327	$40,000	$34,000	$50,824
Teaching	43	$37,720	$10,433	$38,700	$32,760	$42,300
Direct 50 or more engineers, scientists or technologists	838	$61,900	$45,891	$49,440	$40,000	$69,000
Construction Supervision	20	$40,439	$10,550	$39,850	$33,700	$44,600
Consulting	127	$69,650	$39,870	$53,500	$44,270	$90,000
Design	41	$45,906	$11,894	$45,800	$36,952	$53,407
Executive/Administrative	555	$64,227	$51,231	$50,100	$41,000	$71,000
Production, Quality Control, Maintenance, etc	7	$45,369	$19,689	$35,250	$30,000	$50,300
Research & Development	31	$53,513	$18,178	$50,000	$42,000	$56,100
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	17	$33,023	$8,288	$31,905	$25,150	$39,713
Supervise 3-9 clerical, production or maintenance	633	$31,567	$22,706	$27,000	$22,276	$35,000
Construction Supervision	93	$27,075	$8,118	$25,000	$21,000	$33,590
Consulting	93	$35,946	$25,564	$28,900	$23,732	$39,500
Design	82	$25,098	$10,197	$23,615	$20,000	$26,750
Executive/Administrative	158	$37,980	$34,953	$32,000	$25,704	$40,200
Production, Quality Control, Maintenance, etc	81	$26,914	$14,593	$25,224	$22,000	$28,700
Research & Development	15	$24,904	$6,212	$25,300	$20,076	$29,800
Sales	38	$36,612	$19,672	$35,440	$26,020	$44,000
Teaching	8	$32,176	$5,970	$35,200	$29,500	$36,000
Supervise 10-49 clerical, production or maintenance	1,764	$40,187	$26,207	$33,455	$26,586	$45,000
Construction Supervision	218	$32,253	$20,061	$27,958	$23,500	$34,355
Consulting	273	$48,146	$23,590	$41,000	$32,308	$57,288
Design	73	$30,633	$10,959	$29,460	$21,412	$35,000
Executive/Administrative	812	$43,793	$28,798	$36,000	$29,355	$49,500
Production, Quality Control, Maintenance, etc	189	$28,491	$6,901	$27,100	$23,948	$32,450
Research & Development	18	$35,959	$8,148	$35,480	$31,668	$40,500
Sales	36	$45,784	$20,871	$39,160	$31,795	$55,250
Teaching	13	$33,488	$6,129	$33,800	$29,700	$37,655
Direct 50-99 clerical, production or maintenance	649	$48,912	$46,771	$38,500	$30,000	$52,800
Construction Supervision	76	$43,968	$32,232	$34,050	$27,800	$48,700
Consulting	41	$72,339	$46,490	$60,000	$45,900	$81,000
Design	6	$39,000	$8,981	$40,000	$32,000	$47,000
Executive/Administrative	413	$51,033	$53,161	$40,000	$31,420	$56,630
Production, Quality Control, Maintenance, etc	70	$32,499	$12,001	$30,750	$26,400	$36,000
Research & Development	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	498	$54,139	$48,388	$41,293	$35,000	$55,000
Construction Supervision	39	$47,147	$22,871	$38,600	$33,000	$46,000
Consulting	21	$61,174	$41,581	$46,000	$34,900	$69,000
Design	4	- - - -	- - - -	- - - -	- - - -	- - - -
Executive/Administrative	361	$57,361	$54,335	$43,000	$36,000	$59,750
Production, Quality Control, Maintenance, etc	56	$37,583	$8,713	$36,630	$31,900	$42,110
Research & Development	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	239	$66,580	$79,217	$47,300	$37,000	$66,600
Construction Supervision	14	$127,251	$241,095	$49,750	$42,000	$100,000
Consulting	3	- - - -	- - - -	- - - -	- - - -	- - - -
Design	3	- - - -	- - - -	- - - -	- - - -	- - - -
Executive/Administrative	184	$65,275	$57,158	$47,350	$37,700	$72,000
Production, Quality Control, Maintenance, etc	26	$44,556	$14,562	$41,545	$34,000	$51,250
Research & Development	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	285	$75,590	$53,976	$57,960	$43,500	$90,000
Construction Supervision	13	$55,282	$15,241	$51,750	$48,100	$68,000
Consulting	7	$143,249	$157,605	$49,000	$44,000	$196,800
Design	1	- - - -	- - - -	- - - -	- - - -	- - - -
Executive/Administrative	236	$74,558	$47,658	$58,550	$43,500	$90,000
Production, Quality Control, Maintenance, etc	16	$52,204	$21,853	$47,350	$35,700	$62,250
Research & Development	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	0	- - - -	- - - -	- - - -	- - - -	- - - -

Job Function and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Atlanta (GA) & Vicinity	344	$39,711	$32,260	$33,250	$25,564	$42,455
Construction Supervision	23	$36,429	$22,312	$31,600	$22,000	$42,000
Consulting	89	$34,906	$12,195	$32,600	$25,684	$40,500
Design	45	$35,528	$67,529	$25,000	$19,720	$28,471
Executive/Administrative	106	$50,459	$29,817	$40,249	$33,000	$59,438
Production, Quality Control, Maintenance, etc	14	$30,961	$7,930	$28,702	$25,200	$37,847
Research & Development	19	$36,756	$10,031	$35,309	$29,796	$40,200
Sales	14	$40,313	$10,026	$36,500	$32,000	$51,200
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
Baltimore (MD) & Vicinity	171	$34,310	$14,258	$30,480	$24,770	$39,420
Construction Supervision	11	$32,497	$15,684	$27,500	$22,405	$33,000
Consulting	45	$34,613	$15,011	$30,472	$24,820	$40,800
Design	31	$29,784	$8,456	$29,100	$22,300	$35,400
Executive/Administrative	40	$43,406	$17,202	$39,210	$31,645	$50,000
Production, Quality Control, Maintenance, etc	10	$29,495	$6,373	$29,000	$26,964	$34,000
Research & Development	11	$34,714	$7,369	$36,000	$26,500	$38,750
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Boston (MA) & Vicinity	466	$39,362	$21,059	$33,914	$27,481	$44,000

Continued

Job Function and Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Construction Supervision	16	$30,153	$7,493	$28,040	$24,500	$37,650
Consulting	107	$40,315	$19,407	$34,220	$28,200	$50,000
Design	84	$29,533	$9,157	$27,500	$23,830	$33,601
Executive/Administrative	150	$47,316	$24,863	$40,500	$32,500	$50,100
Production, Quality Control, Maintenance, etc	25	$29,591	$6,134	$29,500	$25,748	$31,907
Research & Development	31	$36,657	$8,372	$36,000	$30,000	$41,820
Sales	9	$53,495	$34,314	$43,161	$26,275	$74,000
Teaching	11	$37,205	$15,614	$33,800	$26,242	$45,000
Chicago (IL) & Vicinity	773	$38,269	$25,382	$32,480	$25,013	$42,000
Construction Supervision	38	$34,134	$33,048	$28,100	$23,000	$36,000
Consulting	197	$40,818	$22,351	$34,800	$26,500	$47,800
Design	137	$28,588	$10,217	$26,000	$21,520	$33,804
Executive/Administrative	221	$49,325	$34,851	$40,000	$32,646	$55,000
Production, Quality Control, Maintenance, etc	44	$25,970	$9,252	$23,480	$20,000	$27,650
Research & Development	62	$32,388	$12,632	$30,115	$25,600	$35,256
Sales	20	$32,857	$11,107	$33,238	$23,220	$37,792
Teaching	7	$28,895	$2,424	$28,800	$26,475	$31,740
Cleveland (OH) & Vicinity	316	$39,707	$31,335	$32,000	$25,750	$44,003
Construction Supervision	21	$35,471	$15,460	$33,000	$24,650	$42,500
Consulting	78	$40,232	$25,650	$32,310	$26,400	$47,000
Design	62	$28,347	$8,829	$26,050	$21,600	$33,085
Executive/Administrative	92	$54,332	$47,408	$41,000	$31,900	$63,500
Production, Quality Control, Maintenance, etc	19	$24,959	$4,684	$26,000	$21,382	$28,116
Research & Development	9	$30,905	$8,197	$27,600	$22,390	$39,000
Sales	9	$37,228	$10,341	$35,225	$29,750	$44,950
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Columbus (OH) & Vicinity	252	$34,188	$18,734	$28,840	$23,960	$38,375
Construction Supervision	13	$34,240	$19,795	$26,400	$20,300	$39,109
Consulting	53	$32,525	$12,839	$29,730	$24,552	$39,400
Design	53	$25,167	$7,557	$22,800	$20,253	$28,019
Executive/Administrative	72	$44,471	$20,829	$38,038	$31,175	$52,450
Production, Quality Control, Maintenance, etc	17	$26,221	$5,400	$24,000	$21,716	$29,780
Research & Development	21	$34,957	$30,042	$27,000	$24,000	$35,506
Sales	6	$45,200	$29,555	$27,440	$25,000	$76,000
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Dallas/Ft. Worth (TX) & Vicinity	462	$39,004	$23,170	$32,450	$26,000	$43,000
Construction Supervision	17	$31,235	$8,281	$29,760	$25,026	$35,720
Consulting	125	$44,411	$29,033	$37,000	$26,900	$51,600
Design	78	$27,405	$8,888	$26,243	$22,500	$30,000
Executive/Administrative	131	$47,312	$23,604	$40,260	$32,760	$54,000
Production, Quality Control, Maintenance, etc	27	$27,324	$7,000	$26,040	$22,800	$32,892
Research & Development	23	$29,883	$5,432	$29,000	$26,760	$34,000
Sales	20	$34,745	$14,901	$33,504	$23,575	$39,625
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Denver/Colorado Springs (CO) & Vicinity	347	$35,282	$17,780	$31,000	$25,000	$40,000
Construction Supervision	24	$37,899	$27,136	$29,700	$22,050	$41,771
Consulting	96	$37,313	$17,618	$33,470	$25,250	$46,500
Design	67	$28,328	$8,218	$27,172	$22,500	$32,100
Executive/Administrative	79	$42,923	$22,705	$36,900	$30,000	$49,000
Production, Quality Control, Maintenance, etc	21	$27,409	$7,024	$25,407	$21,800	$32,972
Research & Development	21	$28,236	$7,131	$26,900	$23,050	$32,429
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	7	$35,692	$6,792	$36,980	$28,167	$41,000
Detroit (MI) & Vicinity	289	$42,517	$33,566	$34,250	$28,000	$46,220
Construction Supervision	15	$39,983	$19,788	$32,500	$26,000	$47,375
Consulting	56	$42,919	$26,168	$35,750	$29,576	$48,150
Design	49	$29,869	$7,920	$29,330	$24,500	$34,125
Executive/Administrative	91	$53,492	$30,707	$43,500	$36,000	$56,000
Production, Quality Control, Maintenance, etc	17	$28,934	$6,543	$28,500	$24,950	$31,554
Research & Development	26	$31,943	$7,831	$33,146	$26,500	$37,044
Sales	8	$99,913	$128,946	$46,150	$31,750	$94,500
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -
Houston (TX) & Vicinity	727	$43,536	$31,664	$35,600	$27,900	$47,500
Construction Supervision	33	$30,979	$8,936	$31,600	$24,800	$35,350
Consulting	169	$43,326	$22,697	$36,000	$30,000	$49,000
Design	135	$31,335	$13,368	$28,400	$23,760	$35,000
Executive/Administrative	206	$60,524	$47,480	$47,610	$36,300	$70,000
Production, Quality Control, Maintenance, etc	47	$30,779	$9,933	$28,560	$24,400	$35,954
Research & Development	42	$33,425	$9,104	$31,250	$25,320	$40,547
Sales	17	$40,724	$8,257	$40,000	$36,975	$44,550
Teaching	12	$40,586	$35,889	$32,340	$25,400	$35,750
Indianapolis (IN) & Vicinity	146	$34,874	$19,567	$30,000	$25,000	$36,200
Construction Supervision	11	$32,681	$12,701	$30,996	$22,000	$43,600
Consulting	36	$39,833	$21,418	$34,100	$25,384	$42,000
Design	22	$26,545	$4,236	$26,950	$24,518	$28,500
Executive/Administrative	38	$41,231	$26,815	$33,998	$28,818	$42,450
Production, Quality Control, Maintenance, etc	13	$25,457	$5,121	$24,000	$20,629	$31,323
Research & Development	10	$29,672	$5,554	$29,598	$25,703	$31,000
Sales	6	$33,675	$11,140	$30,000	$26,214	$43,644
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Jacksonville (FL) & Vicinity	129	$37,348	$19,482	$31,000	$25,000	$42,700
Construction Supervision	11	$39,530	$21,482	$30,800	$25,000	$49,200
Consulting	44	$36,179	$19,625	$30,340	$26,180	$38,203
Design	17	$26,853	$8,015	$27,020	$20,425	$32,000
Executive/Administrative	35	$43,096	$20,824	$38,000	$27,408	$53,000
Production, Quality Control, Maintenance, etc	8	$36,183	$22,641	$27,970	$22,650	$43,510
Research & Development	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	5	$39,140	$15,142	$36,000	$26,850	$53,000
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
Kansas City (MO/KS) & Vicinity	430	$41,300	$38,853	$30,679	$24,300	$40,716
Construction Supervision	20	$31,568	$13,268	$26,874	$24,000	$36,511
Consulting	135	$47,387	$52,525	$32,000	$24,452	$43,973
Design	87	$26,901	$9,110	$24,480	$21,950	$30,000
Executive/Administrative	120	$52,875	$41,612	$39,200	$32,000	$56,100
Production, Quality Control, Maintenance, etc	19	$29,225	$6,798	$29,700	$22,750	$32,450
Research & Development	7	$27,386	$4,398	$27,500	$22,500	$30,000
Sales	8	$35,246	$18,365	$32,500	$20,404	$45,420
Teaching	6	$28,950	$3,517	$29,250	$26,385	$32,760

Continued

Job Function and Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Los Angeles/Long Beach/San Diego (CA) & Vicinity	432	$39,815	$24,534	$34,383	$27,150	$43,000
Construction Supervision	15	$50,431	$67,980	$30,000	$25,022	$43,000
Consulting	85	$41,872	$19,592	$38,480	$30,390	$50,000
Design	94	$31,629	$8,573	$30,368	$25,400	$35,600
Executive/Administrative	111	$50,547	$31,321	$41,090	$34,000	$55,000
Production, Quality Control, Maintenance, etc	27	$32,898	$11,517	$27,456	$26,000	$39,600
Research & Development	57	$35,901	$11,714	$34,401	$27,700	$40,250
Sales	6	$36,992	$10,246	$38,500	$25,000	$46,800
Teaching	7	$30,794	$6,507	$30,000	$25,494	$36,700
Memphis (TN) & Vicinity	108	$40,574	$27,938	$32,014	$25,850	$42,363
Construction Supervision	15	$34,613	$9,101	$33,000	$25,620	$42,000
Consulting	25	$37,530	$18,045	$32,260	$24,056	$44,337
Design	12	$28,731	$19,108	$24,054	$20,204	$26,750
Executive/Administrative	40	$51,649	$38,880	$37,500	$29,465	$58,000
Production, Quality Control, Maintenance, etc	5	$29,705	$4,003	$27,420	$26,013	$34,540
Research & Development	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	4	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Milwaukee (WI) & Vicinity	233	$37,459	$24,307	$31,000	$25,695	$40,001
Construction Supervision	13	$29,538	$6,285	$30,000	$23,591	$34,178
Consulting	50	$35,310	$14,064	$32,406	$27,000	$39,000
Design	47	$27,795	$8,729	$25,540	$22,063	$31,000
Executive/Administrative	78	$49,137	$35,691	$39,000	$30,460	$54,500
Production, Quality Control, Maintenance, etc	12	$25,007	$4,088	$23,890	$22,206	$27,969
Research & Development	7	$31,366	$4,459	$30,360	$27,600	$35,653
Sales	5	$39,600	$16,280	$34,000	$27,500	$54,500
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
Minneapolis/St. Paul (MN) & Vicinity	289	$40,727	$36,440	$33,000	$27,960	$43,000
Construction Supervision	15	$36,549	$24,433	$29,971	$25,688	$38,500
Consulting	74	$36,301	$12,480	$33,150	$26,700	$44,000
Design	49	$38,042	$55,758	$29,000	$26,754	$33,750
Executive/Administrative	91	$50,573	$44,405	$40,000	$32,900	$51,708
Production, Quality Control, Maintenance, etc	12	$28,744	$4,312	$29,070	$25,900	$30,600
Research & Development	19	$32,473	$8,511	$32,910	$27,995	$37,375
Sales	6	$57,317	$37,858	$40,000	$36,900	$57,000
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Nassau/Suffolk Counties (NY)	133	$39,122	$17,766	$35,000	$27,960	$44,750
Construction Supervision	5	$30,062	$2,630	$30,160	$27,625	$32,450
Consulting	38	$44,955	$20,539	$41,600	$30,000	$57,000
Design	24	$30,857	$14,568	$26,651	$22,120	$36,600
Executive/Administrative	42	$43,156	$18,483	$37,950	$31,200	$45,900
Production, Quality Control, Maintenance, etc	2	- - - -	- - - -	- - - -	- - - -	- - - -
Research & Development	11	$33,902	$6,075	$35,000	$28,000	$40,800
Sales	1	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Newark/Jersey City (NJ) & Vicinity	293	$42,854	$30,877	$36,000	$30,000	$47,535
Construction Supervision	18	$36,495	$14,034	$34,500	$26,000	$42,772
Consulting	64	$46,027	$54,624	$36,000	$27,325	$46,000
Design	48	$32,452	$9,710	$32,500	$25,503	$36,080
Executive/Administrative	98	$50,096	$23,166	$42,250	$34,000	$60,000
Production, Quality Control, Maintenance, etc	11	$31,847	$7,917	$33,600	$24,500	$36,950
Research & Development	21	$41,145	$12,146	$37,760	$31,250	$50,032
Sales	8	$46,372	$24,444	$35,440	$30,698	$52,000
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
New Orleans (LA) & Vicinity	227	$39,338	$23,995	$34,150	$27,500	$42,500
Construction Supervision	21	$37,550	$20,325	$30,000	$26,570	$39,956
Consulting	45	$41,647	$21,629	$35,000	$29,284	$49,600
Design	44	$32,061	$10,347	$27,998	$25,100	$37,700
Executive/Administrative	62	$50,039	$35,527	$40,472	$34,600	$50,000
Production, Quality Control, Maintenance, etc	17	$31,716	$8,952	$32,940	$22,920	$35,250
Research & Development	7	$25,881	$9,057	$22,824	$20,200	$35,340
Sales	12	$34,262	$7,685	$31,963	$31,020	$35,500
Teaching	2	- - - -	- - - -	- - - -	- - - -	- - - -
New York City (NY) & Vicinity	433	$43,285	$31,512	$36,000	$28,350	$46,930
Construction Supervision	50	$36,707	$22,312	$29,000	$22,800	$40,000
Consulting	100	$44,937	$24,604	$40,000	$30,000	$50,000
Design	63	$30,800	$8,765	$29,120	$25,076	$35,000
Executive/Administrative	138	$53,783	$45,298	$41,300	$33,650	$55,000
Production, Quality Control, Maintenance, etc	16	$34,382	$15,789	$31,750	$26,650	$36,050
Research & Development	13	$33,909	$8,704	$34,000	$25,060	$40,550
Sales	12	$42,389	$8,758	$42,000	$35,084	$47,000
Teaching	6	$31,860	$6,519	$32,470	$26,616	$36,300
Philadelphia (PA/NJ) & Vicinity	562	$38,313	$24,762	$33,392	$25,980	$42,000
Construction Supervision	34	$32,135	$14,761	$29,622	$23,000	$36,140
Consulting	145	$38,313	$19,971	$34,300	$26,676	$44,000
Design	106	$29,008	$11,624	$26,500	$22,200	$32,600
Executive/Administrative	169	$48,543	$35,439	$38,172	$32,200	$51,183
Production, Quality Control, Maintenance, etc	30	$30,580	$11,353	$28,393	$21,503	$36,700
Research & Development	34	$33,405	$11,971	$32,008	$26,500	$38,400
Sales	7	$30,680	$10,094	$35,000	$18,000	$39,500
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
Phoenix (AZ) & Vicinity	128	$38,645	$31,910	$32,500	$25,836	$40,000
Construction Supervision	2	- - - -	- - - -	- - - -	- - - -	- - - -
Consulting	44	$44,413	$50,569	$32,600	$24,500	$40,000
Design	19	$26,335	$7,030	$25,831	$22,900	$29,340
Executive/Administrative	41	$42,555	$14,588	$39,500	$32,550	$48,000
Production, Quality Control, Maintenance, etc	4	- - - -	- - - -	- - - -	- - - -	- - - -
Research & Development	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sales	6	$37,373	$10,755	$32,620	$31,000	$40,000
Teaching	5	$30,748	$10,737	$32,500	$20,000	$40,619
Pittsburgh (PA) & Vicinity	383	$38,069	$31,797	$31,500	$24,660	$41,300
Construction Supervision	30	$26,960	$7,938	$26,050	$20,600	$30,000
Consulting	68	$36,784	$12,653	$36,250	$27,640	$44,250
Design	75	$28,012	$8,776	$27,540	$20,400	$33,808
Executive/Administrative	99	$55,670	$52,370	$42,900	$33,500	$56,000
Production, Quality Control, Maintenance, etc	33	$29,301	$11,969	$24,710	$21,614	$34,600
Research & Development	24	$30,256	$8,163	$29,800	$23,380	$34,636

Continued

Job Function and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Sales	10	$33,192	$17,825	$30,250	$24,600	$35,100
Teaching	3	- - - -	- - - -	- - - -	- - - -	- - - -
St. Louis (MO) & Vicinity	364	$41,000	$32,380	$32,057	$26,130	$41,570
Construction Supervision	15	$41,511	$20,587	$36,900	$28,240	$52,500
Consulting	78	$40,132	$26,567	$33,900	$25,200	$41,540
Design	55	$29,532	$10,187	$28,344	$23,660	$31,200
Executive/Administrative	124	$53,114	$41,979	$39,550	$31,750	$58,500
Production, Quality Control, Maintenance, etc	29	$28,075	$6,808	$26,280	$21,450	$33,500
Research & Development	12	$54,416	$65,851	$28,450	$24,194	$42,250
Sales	15	$32,116	$8,136	$27,796	$26,000	$40,800
Teaching	5	$27,199	$10,191	$22,500	$18,948	$37,800
San Antonio (TX) & Vicinity	176	$38,354	$27,479	$30,745	$25,984	$39,750
Construction Supervision	12	$26,986	$5,531	$27,300	$22,274	$32,500
Consulting	48	$39,731	$26,961	$33,600	$28,300	$43,193
Design	27	$25,696	$6,420	$25,320	$21,500	$28,950
Executive/Administrative	58	$47,837	$34,588	$35,817	$30,000	$54,500
Production, Quality Control, Maintenance, etc	14	$36,819	$32,127	$26,838	$24,000	$31,896
Research & Development	5	$34,848	$3,614	$36,000	$30,870	$38,250
Sales	0	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
San Francisco/Oakland (CA) & Vicinity	402	$41,285	$30,149	$34,900	$28,350	$44,280
Construction Supervision	22	$34,780	$10,840	$36,000	$22,200	$40,100
Consulting	103	$43,377	$18,499	$40,000	$30,000	$50,380
Design	91	$30,502	$9,356	$28,800	$24,840	$33,240
Executive/Administrative	100	$57,460	$51,791	$42,000	$34,000	$53,380
Production, Quality Control, Maintenance, etc	15	$29,196	$9,559	$28,750	$22,800	$32,110
Research & Development	32	$34,306	$5,879	$34,825	$30,750	$37,750
Sales	9	$39,907	$13,988	$38,320	$27,750	$54,750
Teaching	5	$29,200	$1,999	$29,584	$27,000	$31,208
Seattle (WA) & Vicinity	218	$34,063	$12,865	$31,294	$26,000	$38,988
Construction Supervision	11	$26,527	$4,095	$24,900	$24,000	$28,800
Consulting	53	$39,056	$18,078	$33,000	$26,250	$49,000
Design	50	$28,721	$8,721	$27,374	$24,550	$31,500
Executive/Administrative	56	$38,948	$10,551	$37,195	$32,134	$42,238
Production, Quality Control, Maintenance, etc	15	$27,609	$6,828	$26,167	$22,800	$32,000
Research & Development	19	$31,105	$9,137	$28,500	$24,900	$38,000
Sales	2	- - - -	- - - -	- - - -	- - - -	- - - -
Teaching	1	- - - -	- - - -	- - - -	- - - -	- - - -
Washington (DC/MD/VA) & Vicinity	549	$41,871	$42,070	$37,000	$29,938	$47,500
Construction Supervision	24	$31,880	$10,583	$29,200	$24,625	$36,567
Consulting	128	$42,901	$24,625	$36,000	$30,300	$47,500
Design	72	$31,448	$13,165	$29,306	$24,500	$35,170
Executive/Administrative	196	$49,939	$65,350	$43,451	$35,307	$50,100
Production, Quality Control, Maintenance, etc	16	$31,725	$6,678	$29,757	$26,710	$36,011
Research & Development	57	$37,638	$9,453	$37,300	$31,458	$45,075
Sales	10	$44,931	$16,050	$48,256	$32,000	$60,000
Teaching	4	- - - -	- - - -	- - - -	- - - -	- - - -

Level of Managerial Responsibility and Industry/Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Non-managerial positions	163	$28,058	$7,558	$27,534	$22,132	$33,000
Supervise 1-3 engineers, scientists or technologists	61	$28,875	$5,510	$28,344	$24,975	$33,500
Supervise 4-9 engineers, scientists or technologists	59	$33,380	$4,963	$32,910	$30,000	$36,600
Supervise 10-49 engineers, scientists or technologists	33	$39,039	$8,979	$38,000	$33,180	$44,695
Direct 50 or more engineers, scientists or technologists	14	$47,534	$12,101	$45,150	$41,000	$56,480
Supervise 3-9 clerical, production or maintenance	7	$26,957	$8,533	$28,056	$19,620	$32,500
Supervise 10-49 clerical, production or maintenance	9	$37,571	$20,427	$32,000	$21,920	$44,500
Direct 50-99 clerical, production or maintenance	10	$39,966	$9,306	$38,240	$33,000	$42,000
Direct 100-249 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Non-managerial positions	168	$30,862	$8,692	$28,540	$24,680	$35,790
Supervise 1-3 engineers, scientists or technologists	73	$36,181	$21,589	$32,040	$26,970	$36,850
Supervise 4-9 engineers, scientists or technologists	77	$37,787	$8,926	$36,000	$32,236	$41,693
Supervise 10-49 engineers, scientists or technologists	69	$44,770	$13,006	$42,000	$36,706	$51,500
Direct 50 or more engineers, scientists or technologists	24	$87,411	$78,974	$69,710	$55,375	$85,425
Supervise 3-9 clerical, production or maintenance	19	$31,286	$9,329	$29,800	$23,549	$36,000
Supervise 10-49 clerical, production or maintenance	38	$33,293	$9,720	$31,200	$26,190	$37,000
Direct 50-99 clerical, production or maintenance	13	$51,801	$29,466	$50,000	$32,500	$57,400
Direct 100-249 clerical, production or maintenance	16	$46,066	$12,472	$42,200	$36,500	$55,210
Direct 250-499 clerical, production or maintenance	9	$54,731	$17,586	$47,500	$41,190	$69,050
Direct 500 or more clerical, production or maintenance	15	$92,289	$55,033	$75,000	$70,500	$81,600
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Non-managerial positions	299	$29,984	$24,995	$27,961	$21,840	$33,102
Supervise 1-3 engineers, scientists or technologists	131	$31,123	$9,090	$29,350	$25,380	$35,000
Supervise 4-9 engineers, scientists or technologists	109	$36,687	$13,463	$34,240	$29,292	$39,600
Supervise 10-49 engineers, scientists or technologists	104	$40,574	$9,348	$39,452	$36,000	$43,640
Direct 50 or more engineers, scientists or technologists	25	$62,648	$26,935	$54,000	$46,078	$70,731
Supervise 3-9 clerical, production or maintenance	21	$27,553	$7,219	$25,000	$23,000	$29,580
Supervise 10-49 clerical, production or maintenance	47	$39,077	$17,731	$36,000	$25,688	$42,300
Direct 50-99 clerical, production or maintenance	16	$52,009	$19,379	$46,375	$35,050	$70,500
Direct 100-249 clerical, production or maintenance	6	$59,492	$19,899	$58,000	$39,000	$70,000
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	10	$98,483	$70,041	$86,025	$57,000	$95,000
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Non-managerial positions	151	$26,827	$8,602	$24,685	$20,400	$30,300
Supervise 1-3 engineers, scientists or technologists	93	$32,332	$14,076	$28,240	$24,988	$34,500
Supervise 4-9 engineers, scientists or technologists	77	$36,291	$15,666	$32,950	$27,856	$40,500
Supervise 10-49 engineers, scientists or technologists	66	$43,925	$42,841	$35,350	$30,008	$43,500
Direct 50 or more engineers, scientists or technologists	23	$52,581	$24,709	$46,000	$37,500	$57,000
Supervise 3-9 clerical, production or maintenance	35	$34,430	$16,218	$28,100	$22,722	$41,800
Supervise 10-49 clerical, production or maintenance	71	$52,415	$42,481	$38,320	$30,800	$53,000
Direct 50-99 clerical, production or maintenance	31	$56,770	$39,169	$45,000	$36,000	$70,000
Direct 100-249 clerical, production or maintenance	24	$63,574	$38,656	$49,500	$38,729	$60,500
Direct 250-499 clerical, production or maintenance	14	$71,672	$36,595	$60,650	$42,000	$99,000
Direct 500 or more clerical, production or maintenance	9	$85,448	$20,066	$90,000	$62,250	$100,750

Continued

Level of Managerial Responsibility and Industry/Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Non-managerial positions	50	$26,893	$6,387	$26,500	$22,000	$30,000
Supervise 1-3 engineers, scientists or technologists	39	$34,738	$14,584	$30,000	$25,500	$40,400
Supervise 4-9 engineers, scientists or technologists	28	$36,028	$9,648	$35,400	$30,700	$41,250
Supervise 10-49 engineers, scientists or technologists	18	$50,951	$20,729	$50,100	$36,000	$57,000
Direct 50 or more engineers, scientists or technologists	5	$72,960	$16,858	$72,500	$56,500	$89,650
Supervise 3-9 clerical, production or maintenance	5	$107,734	$162,653	$27,000	$24,375	$231,460
Supervise 10-49 clerical, production or maintenance	8	$38,143	$11,455	$33,900	$31,553	$46,000
Direct 50-99 clerical, production or maintenance	8	$34,397	$7,372	$31,970	$28,763	$38,625
Direct 100-249 clerical, production or maintenance	9	$43,867	$14,529	$35,900	$34,000	$55,700
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Non-managerial positions	123	$32,059	$36,760	$26,460	$21,600	$34,000
Supervise 1-3 engineers, scientists or technologists	71	$29,777	$9,969	$26,960	$24,000	$32,800
Supervise 4-9 engineers, scientists or technologists	72	$35,785	$13,171	$32,450	$28,000	$39,000
Supervise 10-49 engineers, scientists or technologists	51	$43,842	$16,927	$40,452	$33,800	$47,700
Direct 50 or more engineers, scientists or technologists	10	$56,699	$26,525	$53,150	$35,600	$61,112
Supervise 3-9 clerical, production or maintenance	11	$31,707	$17,064	$24,375	$20,000	$44,000
Supervise 10-49 clerical, production or maintenance	34	$40,155	$20,816	$33,500	$30,000	$42,000
Direct 50-99 clerical, production or maintenance	10	$67,184	$45,167	$48,430	$42,000	$61,000
Direct 100-249 clerical, production or maintenance	11	$84,945	$65,561	$56,000	$40,000	$120,000
Direct 250-499 clerical, production or maintenance	8	$89,413	$43,259	$72,500	$55,400	$128,500
Direct 500 or more clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Non-managerial positions	184	$31,747	$12,959	$28,426	$23,000	$36,380
Supervise 1-3 engineers, scientists or technologists	86	$36,914	$25,116	$33,552	$27,460	$39,780
Supervise 4-9 engineers, scientists or technologists	69	$46,256	$49,934	$39,000	$32,555	$44,500
Supervise 10-49 engineers, scientists or technologists	55	$50,699	$14,614	$48,500	$38,985	$60,000
Direct 50 or more engineers, scientists or technologists	21	$80,501	$50,555	$75,500	$52,875	$88,500
Supervise 3-9 clerical, production or maintenance	19	$34,739	$10,327	$32,400	$27,500	$42,150
Supervise 10-49 clerical, production or maintenance	45	$42,315	$16,992	$38,450	$29,166	$51,238
Direct 50-99 clerical, production or maintenance	17	$72,575	$73,506	$48,660	$37,500	$83,500
Direct 100-249 clerical, production or maintenance	13	$61,053	$41,256	$51,000	$40,980	$61,224
Direct 250-499 clerical, production or maintenance	12	$88,150	$115,007	$52,647	$45,300	$64,850
Direct 500 or more clerical, production or maintenance	11	$93,927	$42,461	$104,000	$55,000	$128,000
Primary Metal Industries	229	$36,183	$19,723	$31,500	$26,154	$40,000
Non-managerial positions	60	$25,825	$5,106	$25,650	$22,260	$28,632
Supervise 1-3 engineers, scientists or technologists	43	$31,780	$7,596	$31,200	$26,760	$37,420
Supervise 4-9 engineers, scientists or technologists	30	$35,169	$8,494	$32,850	$29,808	$39,000
Supervise 10-49 engineers, scientists or technologists	36	$44,063	$20,117	$39,000	$34,700	$47,452
Direct 50 or more engineers, scientists or technologists	3	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	8	$27,158	$5,371	$24,900	$23,890	$28,840
Supervise 10-49 clerical, production or maintenance	19	$29,452	$10,326	$28,116	$24,000	$31,000
Direct 50-99 clerical, production or maintenance	11	$54,809	$37,406	$44,808	$30,500	$51,000
Direct 100-249 clerical, production or maintenance	7	$41,209	$7,237	$40,000	$38,600	$48,700
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	7	$85,179	$35,706	$76,000	$59,300	$99,000
Rubber & Plastic Products	123	$32,991	$13,207	$30,240	$25,440	$36,500
Non-managerial positions	35	$26,909	$6,977	$25,440	$22,600	$30,000
Supervise 1-3 engineers, scientists or technologists	22	$29,481	$9,144	$26,900	$25,280	$30,600
Supervise 4-9 engineers, scientists or technologists	21	$38,296	$15,218	$33,500	$30,486	$43,150
Supervise 10-49 engineers, scientists or technologists	13	$39,448	$8,419	$36,400	$31,650	$44,950
Direct 50 or more engineers, scientists or technologists	1	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	17	$30,504	$6,183	$30,240	$25,100	$34,980
Direct 50-99 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	6	$54,830	$29,978	$42,500	$37,980	$54,500
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Non-managerial positions	44	$29,497	$11,809	$27,230	$21,250	$34,050
Supervise 1-3 engineers, scientists or technologists	21	$29,200	$6,471	$30,000	$23,525	$35,842
Supervise 4-9 engineers, scientists or technologists	26	$34,136	$7,108	$33,293	$30,600	$37,600
Supervise 10-49 engineers, scientists or technologists	15	$45,924	$15,753	$42,900	$38,500	$46,800
Direct 50 or more engineers, scientists or technologists	3	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	28	$39,688	$21,166	$32,802	$26,250	$48,750
Direct 50-99 clerical, production or maintenance	8	$37,313	$12,023	$35,500	$28,250	$45,500
Direct 100-249 clerical, production or maintenance	9	$45,491	$12,833	$40,000	$37,420	$57,000
Direct 250-499 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	6	$92,838	$42,140	$78,500	$65,000	$129,026
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Non-managerial positions	105	$28,180	$11,889	$27,000	$22,758	$30,529
Supervise 1-3 engineers, scientists or technologists	46	$31,051	$6,728	$30,350	$25,584	$36,000
Supervise 4-9 engineers, scientists or technologists	46	$35,098	$8,560	$33,948	$30,541	$37,880
Supervise 10-49 engineers, scientists or technologists	35	$41,526	$15,821	$35,000	$31,946	$49,500
Direct 50 or more engineers, scientists or technologists	5	$101,289	$54,126	$75,646	$61,900	$153,500
Supervise 3-9 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	10	$24,815	$4,847	$26,006	$20,900	$27,500
Direct 50-99 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Non-managerial positions	272	$29,428	$15,937	$26,984	$22,010	$33,000
Supervise 1-3 engineers, scientists or technologists	176	$31,688	$15,506	$28,397	$24,000	$34,825
Supervise 4-9 engineers, scientists or technologists	123	$38,749	$30,835	$34,450	$27,800	$40,200
Supervise 10-49 engineers, scientists or technologists	102	$41,322	$12,218	$38,994	$33,400	$47,243
Direct 50 or more engineers, scientists or technologists	23	$54,276	$21,375	$49,526	$36,900	$65,900
Supervise 3-9 clerical, production or maintenance	28	$28,208	$11,143	$27,125	$20,300	$32,500
Supervise 10-49 clerical, production or maintenance	101	$34,821	$14,999	$31,640	$23,750	$40,205
Direct 50-99 clerical, production or maintenance	35	$48,535	$27,467	$39,200	$30,000	$56,000
Direct 100-249 clerical, production or maintenance	36	$62,060	$41,433	$48,500	$39,775	$67,225
Direct 250-499 clerical, production or maintenance	9	$62,819	$34,024	$51,000	$34,695	$77,740
Direct 500 or more clerical, production or maintenance	17	$90,891	$48,697	$85,000	$59,300	$108,200
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Non-managerial positions	173	$27,816	$8,238	$26,400	$22,740	$32,500
Supervise 1-3 engineers, scientists or technologists	101	$29,198	$7,529	$28,000	$24,000	$34,640

Continued

Level of Managerial Responsibility and Industry/Service of Employer	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Supervise 4-9 engineers, scientists or technologists	99	$34,813	$12,408	$32,750	$28,054	$39,300
Supervise 10-49 engineers, scientists or technologists	112	$38,827	$8,568	$39,306	$34,150	$42,570
Direct 50 or more engineers, scientists or technologists	69	$42,000	$9,177	$43,300	$35,885	$47,845
Supervise 3-9 clerical, production or maintenance	20	$30,206	$6,946	$29,425	$25,370	$35,200
Supervise 10-49 clerical, production or maintenance	26	$33,176	$7,051	$31,906	$28,000	$37,900
Direct 50-99 clerical, production or maintenance	9	$32,420	$8,801	$29,500	$24,250	$42,048
Direct 100-249 clerical, production or maintenance	12	$39,558	$9,773	$37,350	$29,788	$49,375
Direct 250-499 clerical, production or maintenance	14	$40,229	$7,782	$38,450	$32,400	$46,800
Direct 500 or more clerical, production or maintenance	10	$49,232	$11,474	$48,000	$41,000	$58,500
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Non-managerial positions	40	$29,456	$7,414	$28,265	$24,768	$32,225
Supervise 1-3 engineers, scientists or technologists	31	$30,471	$6,083	$30,000	$27,540	$32,500
Supervise 4-9 engineers, scientists or technologists	27	$33,457	$7,976	$32,500	$29,000	$34,320
Supervise 10-49 engineers, scientists or technologists	43	$42,474	$12,705	$40,000	$36,000	$46,000
Direct 50 or more engineers, scientists or technologists	12	$52,075	$12,699	$49,200	$41,200	$66,400
Supervise 3-9 clerical, production or maintenance	12	$29,122	$6,810	$27,200	$23,660	$32,650
Supervise 10-49 clerical, production or maintenance	18	$37,725	$9,620	$36,600	$31,000	$42,000
Direct 50-99 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	7	$40,571	$9,792	$37,200	$32,000	$47,300
Direct 250-499 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	17	$78,634	$42,488	$65,000	$51,483	$77,750
Construction & Real Estate Development	1,129	$47,255	$42,081	$37,400	$27,775	$52,000
Non-managerial positions	104	$32,010	$25,046	$24,550	$19,750	$33,750
Supervise 1-3 engineers, scientists or technologists	146	$35,939	$17,915	$30,850	$25,000	$40,000
Supervise 4-9 engineers, scientists or technologists	114	$39,235	$14,954	$37,090	$30,000	$45,000
Supervise 10-49 engineers, scientists or technologists	68	$51,591	$28,667	$42,900	$32,500	$62,000
Direct 50 or more engineers, scientists or technologists	25	$62,013	$24,692	$53,755	$43,500	$79,500
Supervise 3-9 clerical, production or maintenance	105	$33,033	$14,545	$30,000	$24,750	$38,400
Supervise 10-49 clerical, production or maintenance	285	$41,692	$23,287	$35,233	$26,875	$50,000
Direct 50-99 clerical, production or maintenance	120	$57,291	$33,376	$48,668	$35,280	$66,800
Direct 100-249 clerical, production or maintenance	91	$67,532	$43,697	$54,000	$38,250	$90,000
Direct 250-499 clerical, production or maintenance	30	$118,895	$168,208	$79,000	$50,000	$118,030
Direct 500 or more clerical, production or maintenance	24	$95,792	$57,997	$65,000	$48,100	$152,500
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Non-managerial positions	804	$28,634	$27,128	$23,340	$19,220	$30,000
Supervise 1-3 engineers, scientists or technologists	1,479	$31,175	$18,441	$27,150	$22,700	$35,000
Supervise 4-9 engineers, scientists or technologists	1,295	$37,293	$24,093	$32,800	$27,300	$40,300
Supervise 10-49 engineers, scientists or technologists	1,111	$48,430	$28,088	$41,880	$34,000	$54,600
Direct 50 or more engineers, scientists or technologists	285	$75,325	$48,922	$60,500	$47,200	$87,250
Supervise 3-9 clerical, production or maintenance	119	$33,337	$23,473	$27,000	$21,910	$36,000
Supervise 10-49 clerical, production or maintenance	398	$50,821	$27,194	$42,000	$33,000	$60,000
Direct 50-99 clerical, production or maintenance	74	$78,119	$106,297	$59,703	$46,100	$75,000
Direct 100-249 clerical, production or maintenance	46	$66,210	$34,000	$52,500	$42,000	$84,000
Direct 250-499 clerical, production or maintenance	14	$112,039	$84,932	$97,900	$80,000	$120,000
Direct 500 or more clerical, production or maintenance	13	$131,773	$115,943	$97,000	$57,000	$156,500
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Non-managerial positions	141	$28,054	$11,388	$25,620	$20,070	$32,520
Supervise 1-3 engineers, scientists or technologists	129	$30,181	$12,098	$26,900	$23,180	$34,300
Supervise 4-9 engineers, scientists or technologists	131	$35,955	$11,407	$33,500	$30,000	$39,000
Supervise 10-49 engineers, scientists or technologists	132	$44,647	$18,569	$40,000	$34,000	$51,813
Direct 50 or more engineers, scientists or technologists	39	$81,565	$66,543	$61,000	$41,600	$87,500
Supervise 3-9 clerical, production or maintenance	23	$39,759	$27,344	$33,800	$25,000	$41,425
Supervise 10-49 clerical, production or maintenance	48	$37,886	$13,591	$35,305	$26,750	$47,113
Direct 50-99 clerical, production or maintenance	9	$68,035	$46,229	$46,000	$39,500	$79,308
Direct 100-249 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	7	$98,107	$50,357	$98,100	$49,150	$140,000
Government -- Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Non-managerial positions	453	$30,963	$26,917	$28,447	$23,929	$32,943
Supervise 1-3 engineers, scientists or technologists	172	$32,132	$20,731	$29,834	$25,064	$35,249
Supervise 4-9 engineers, scientists or technologists	181	$38,022	$68,073	$32,035	$27,708	$36,594
Supervise 10-49 engineers, scientists or technologists	187	$37,256	$7,620	$36,000	$32,300	$42,000
Direct 50 or more engineers, scientists or technologists	59	$44,026	$6,636	$45,000	$40,000	$50,100
Supervise 3-9 clerical, production or maintenance	15	$27,454	$7,794	$24,710	$21,189	$34,800
Supervise 10-49 clerical, production or maintenance	42	$31,335	$6,951	$29,821	$26,917	$36,000
Direct 50-99 clerical, production or maintenance	17	$35,038	$6,833	$35,552	$29,246	$38,988
Direct 100-249 clerical, production or maintenance	15	$91,472	$199,023	$36,228	$33,291	$49,000
Direct 250-499 clerical, production or maintenance	8	$38,416	$5,319	$36,937	$34,623	$41,090
Direct 500 or more clerical, production or maintenance	14	$40,959	$8,820	$41,000	$34,500	$48,187
Government -- State	861	$28,716	$22,221	$27,468	$23,370	$31,954
Non-managerial positions	153	$23,755	$6,581	$23,100	$18,852	$27,309
Supervise 1-3 engineers, scientists or technologists	157	$24,926	$5,512	$24,668	$21,420	$27,953
Supervise 4-9 engineers, scientists or technologists	178	$27,385	$5,200	$26,968	$23,980	$30,000
Supervise 10-49 engineers, scientists or technologists	147	$31,383	$9,815	$30,260	$26,795	$33,704
Direct 50 or more engineers, scientists or technologists	65	$44,788	$74,471	$34,403	$31,236	$38,682
Supervise 3-9 clerical, production or maintenance	22	$22,952	$5,408	$22,335	$18,588	$25,958
Supervise 10-49 clerical, production or maintenance	56	$28,120	$6,532	$27,348	$24,393	$31,250
Direct 50-99 clerical, production or maintenance	22	$27,786	$5,295	$27,026	$25,000	$30,500
Direct 100-249 clerical, production or maintenance	16	$30,560	$5,887	$31,734	$23,874	$35,842
Direct 250-499 clerical, production or maintenance	14	$35,534	$9,783	$34,530	$29,568	$36,500
Direct 500 or more clerical, production or maintenance	27	$37,081	$5,722	$37,000	$32,004	$40,000
Government -- Local	1,059	$28,571	$7,726	$27,540	$23,704	$32,444
Non-managerial positions	76	$23,101	$6,542	$21,850	$18,270	$26,348
Supervise 1-3 engineers, scientists or technologists	178	$24,666	$5,955	$24,075	$20,850	$27,500
Supervise 4-9 engineers, scientists or technologists	178	$27,191	$5,772	$26,375	$23,460	$30,260
Supervise 10-49 engineers, scientists or technologists	145	$31,759	$9,695	$30,115	$26,254	$34,910
Direct 50 or more engineers, scientists or technologists	29	$35,599	$6,587	$36,900	$29,850	$40,478
Supervise 3-9 clerical, production or maintenance	31	$22,282	$4,324	$23,000	$19,000	$25,000
Supervise 10-49 clerical, production or maintenance	185	$27,657	$5,542	$27,326	$24,038	$31,010
Direct 50-99 clerical, production or maintenance	99	$29,509	$5,320	$29,568	$25,500	$32,356
Direct 100-249 clerical, production or maintenance	71	$34,028	$6,317	$34,474	$29,208	$38,569
Direct 250-499 clerical, production or maintenance	31	$36,963	$6,784	$36,300	$30,600	$42,000
Direct 500 or more clerical, production or maintenance	24	$41,659	$6,780	$39,688	$35,660	$49,081
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Non-managerial positions	77	$29,193	$7,529	$29,268	$23,574	$33,955
Supervise 1-3 engineers, scientists or technologists	40	$29,447	$5,276	$29,150	$26,000	$32,800
Supervise 4-9 engineers, scientists or technologists	41	$33,574	$7,409	$33,000	$29,200	$36,950
Supervise 10-49 engineers, scientists or technologists	31	$39,057	$8,843	$37,000	$34,000	$42,400
Direct 50 or more engineers, scientists or technologists	5	$58,020	$14,447	$50,112	$49,055	$70,940

Continued

Level of Managerial Responsibility and Industry/Service of Employer

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Supervise 3-9 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 50-99 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Transportation Services	125	$36,954	$30,447	$30,628	$25,005	$39,000
Non-managerial positions	28	$27,147	$8,755	$25,003	$20,445	$31,922
Supervise 1-3 engineers, scientists or technologists	15	$28,348	$6,349	$27,980	$23,500	$33,000
Supervise 4-9 engineers, scientists or technologists	18	$39,093	$9,044	$37,600	$30,356	$43,156
Supervise 10-49 engineers, scientists or technologists	20	$47,168	$60,596	$33,010	$28,782	$39,260
Direct 50 or more engineers, scientists or technologists	6	$54,527	$13,731	$50,050	$47,064	$63,000
Supervise 3-9 clerical, production or maintenance	7	$20,767	$3,047	$19,200	$18,356	$24,000
Supervise 10-49 clerical, production or maintenance	15	$32,126	$9,096	$30,000	$25,740	$36,000
Direct 50-99 clerical, production or maintenance	6	$31,933	$10,363	$26,850	$25,000	$37,000
Direct 100-249 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	6	$85,850	$43,044	$66,050	$54,500	$110,000
Utilities -- Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Non-managerial positions	344	$24,584	$5,354	$23,468	$20,365	$27,277
Supervise 1-3 engineers, scientists or technologists	212	$28,087	$5,811	$27,486	$24,287	$31,650
Supervise 4-9 engineers, scientists or technologists	193	$32,667	$10,148	$31,635	$27,530	$35,561
Supervise 10-49 engineers, scientists or technologists	166	$37,712	$7,859	$36,333	$32,000	$41,688
Direct 50 or more engineers, scientists or technologists	45	$49,222	$19,125	$45,000	$39,500	$54,173
Supervise 3-9 clerical, production or maintenance	40	$25,915	$5,807	$25,212	$22,260	$28,750
Supervise 10-49 clerical, production or maintenance	111	$32,135	$8,665	$30,000	$26,200	$36,360
Direct 50-99 clerical, production or maintenance	58	$33,853	$7,333	$32,636	$30,500	$38,000
Direct 100-249 clerical, production or maintenance	43	$40,833	$6,684	$41,000	$35,316	$44,800
Direct 250-499 clerical, production or maintenance	32	$57,790	$62,993	$44,500	$40,250	$52,848
Direct 500 or more clerical, production or maintenance	23	$75,445	$50,363	$57,096	$50,000	$80,000
Utilities -- Gas & Pipelines	247	$36,500	$16,984	$33,000	$25,032	$42,000
Non-managerial positions	63	$26,770	$7,406	$24,896	$21,800	$29,600
Supervise 1-3 engineers, scientists or technologists	47	$31,896	$9,882	$30,900	$24,886	$36,000
Supervise 4-9 engineers, scientists or technologists	28	$35,511	$9,678	$33,200	$29,217	$37,628
Supervise 10-49 engineers, scientists or technologists	26	$45,475	$15,057	$39,750	$37,700	$49,920
Direct 50 or more engineers, scientists or technologists	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	9	$23,844	$3,545	$24,800	$19,770	$27,450
Supervise 10-49 clerical, production or maintenance	27	$32,282	$11,969	$28,800	$22,800	$36,000
Direct 50-99 clerical, production or maintenance	9	$44,601	$17,688	$37,544	$31,197	$52,900
Direct 100-249 clerical, production or maintenance	8	$50,032	$18,976	$42,350	$36,504	$61,950
Direct 250-499 clerical, production or maintenance	8	$52,613	$11,982	$54,150	$42,250	$58,600
Direct 500 or more clerical, production or maintenance	15	$68,895	$27,679	$63,000	$51,700	$84,500
Utilities -- Other	254	$32,570	$11,633	$30,400	$25,000	$37,120
Non-managerial positions	50	$26,041	$7,046	$25,410	$20,764	$28,740
Supervise 1-3 engineers, scientists or technologists	45	$28,751	$7,363	$27,281	$24,094	$30,900
Supervise 4-9 engineers, scientists or technologists	30	$31,086	$5,355	$30,226	$26,700	$35,800
Supervise 10-49 engineers, scientists or technologists	35	$37,306	$10,334	$36,000	$31,000	$40,000
Direct 50 or more engineers, scientists or technologists	9	$46,949	$13,700	$42,000	$37,200	$57,400
Supervise 3-9 clerical, production or maintenance	18	$26,540	$5,088	$25,100	$23,000	$30,840
Supervise 10-49 clerical, production or maintenance	27	$31,426	$12,665	$27,100	$23,500	$34,190
Direct 50-99 clerical, production or maintenance	13	$35,374	$7,553	$32,552	$29,100	$43,730
Direct 100-249 clerical, production or maintenance	14	$42,424	$10,952	$38,750	$37,000	$43,200
Direct 250-499 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	8	$54,199	$22,221	$47,250	$39,647	$56,400
Other Non-Manufacturing/Extractive	658	$40,511	$33,780	$33,000	$26,500	$43,996
Non-managerial positions	148	$31,072	$17,739	$27,483	$22,890	$35,000
Supervise 1-3 engineers, scientists or technologists	110	$32,599	$15,721	$29,280	$24,000	$35,000
Supervise 4-9 engineers, scientists or technologists	78	$37,918	$14,964	$33,999	$28,680	$41,500
Supervise 10-49 engineers, scientists or technologists	86	$44,186	$31,456	$39,000	$32,100	$47,000
Direct 50 or more engineers, scientists or technologists	26	$60,919	$29,388	$51,380	$38,792	$80,000
Supervise 3-9 clerical, production or maintenance	39	$38,391	$21,484	$31,800	$24,500	$50,000
Supervise 10-49 clerical, production or maintenance	89	$50,835	$64,733	$35,000	$28,725	$50,427
Direct 50-99 clerical, production or maintenance	39	$45,859	$23,389	$40,000	$30,000	$54,000
Direct 100-249 clerical, production or maintenance	19	$43,381	$14,915	$37,207	$36,000	$47,000
Direct 250-499 clerical, production or maintenance	6	$46,500	$13,351	$43,500	$35,000	$55,000
Direct 500 or more clerical, production or maintenance	7	$102,396	$86,540	$85,000	$33,070	$125,000

Level of Managerial Responsibility and Annual Billings for Service

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Non-managerial positions	4,322	$28,646	$19,440	$25,900	$21,190	$31,008
Under $100,000	148	$32,692	$14,971	$30,000	$22,500	$40,000
$100,000 - $249,999	72	$35,647	$37,877	$22,000	$18,200	$34,200
$250,000 - $499,999	58	$23,562	$9,516	$20,850	$17,850	$26,500
$500,000 - $999,999	87	$24,194	$13,223	$20,800	$18,000	$26,550
$1,000,000 - $2,499,999	129	$25,153	$9,782	$22,040	$19,345	$28,650
$2,500,000 - $4,999,999	78	$23,982	$9,515	$21,450	$19,100	$26,500
$5,000,000 or More	279	$30,742	$37,646	$24,795	$21,115	$31,500
Supervise 1-3 engineers, scientists or technologists	3,737	$30,843	$15,841	$27,980	$23,548	$34,000
Under $100,000	275	$30,817	$12,745	$30,000	$22,000	$36,000
$100,000 - $249,999	262	$37,482	$31,646	$30,956	$24,200	$45,000
$250,000 - $499,999	189	$34,476	$17,561	$30,000	$24,000	$40,000
$500,000 - $999,999	182	$32,230	$18,492	$26,725	$22,600	$34,800
$1,000,000 - $2,499,999	225	$28,362	$9,579	$27,000	$22,165	$30,950
$2,500,000 - $4,999,999	107	$22,286	$17,458	$24,790	$21,500	$29,100
$5,000,000 or More	281	$27,321	$6,918	$26,000	$23,116	$30,000
Supervise 4-9 engineers, scientists or technologists	3,339	$35,837	$25,152	$32,400	$27,453	$39,000
Under $100,000	51	$37,025	$19,466	$35,000	$25,000	$44,000
$100,000 - $249,999	222	$35,874	$13,395	$33,000	$26,000	$42,500
$250,000 - $499,999	256	$41,880	$30,966	$36,400	$29,075	$48,000
$500,000 - $999,999	176	$40,342	$21,781	$34,000	$28,000	$45,000
$1,000,000 - $2,499,999	230	$36,046	$19,378	$32,000	$27,600	$38,792
$2,500,000 - $4,999,999	115	$34,121	$10,979	$31,250	$27,000	$38,000
$5,000,000 or More	335	$35,153	$28,222	$31,948	$27,752	$36,256
Supervise 10-49 engineers, scientists or technologists	2,917	$43,417	$22,945	$38,600	$32,300	$47,874
Under $100,000	11	$43,069	$19,945	$41,200	$25,000	$60,000
$100,000 - $249,999	28	$35,788	$11,674	$35,000	$28,050	$40,000
$250,000 - $499,999	136	$41,798	$18,031	$36,000	$30,000	$49,750
$500,000 - $999,999	196	$51,899	$24,055	$46,000	$37,000	$60,000

Continued

Level of Managerial Responsibility and Annual Billings for Service

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
$1,000,000 - $2,499,999	265	$55,085	$27,091	$48,300	$35,788	$63,801
$2,500,000 - $4,999,999	144	$51,265	$25,698	$44,000	$36,350	$58,000
$5,000,000 or More	436	$44,555	$31,427	$39,915	$34,000	$48,065
Direct 50 or more engineers, scientists or technologists	838	$61,900	$45,891	$49,440	$40,000	$69,000
Under $100,000	1	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	7	$55,557	$25,583	$50,000	$29,000	$75,000
$1,000,000 - $2,499,999	41	$67,128	$32,144	$57,000	$42,800	$85,000
$2,500,000 - $4,999,999	70	$81,903	$52,644	$62,100	$48,000	$90,000
$5,000,000 or More	194	$77,717	$55,446	$61,250	$47,000	$88,600
Supervise 3-9 clerical, production or maintenance	633	$31,567	$22,706	$27,000	$22,276	$35,000
Under $100,000	24	$32,094	$10,431	$30,000	$24,000	$39,500
$100,000 - $249,999	31	$34,651	$15,355	$33,700	$22,304	$40,000
$250,000 - $499,999	22	$44,785	$43,560	$27,500	$21,910	$41,500
$500,000 - $999,999	15	$29,677	$15,721	$23,884	$20,150	$32,000
$1,000,000 - $2,499,999	16	$31,601	$19,383	$25,128	$23,026	$35,500
$2,500,000 - $4,999,999	9	$22,313	$7,614	$23,500	$15,176	$25,484
$5,000,000 or More	17	$33,143	$12,835	$29,953	$25,204	$36,400
Supervise 10-49 clerical, production or maintenance	1,764	$40,187	$26,207	$33,455	$26,586	$45,000
Under $100,000	17	$35,553	$12,984	$32,000	$23,900	$46,300
$100,000 - $249,999	37	$38,011	$19,122	$32,640	$25,570	$44,280
$250,000 - $499,999	80	$41,409	$14,106	$38,450	$32,188	$50,000
$500,000 - $999,999	102	$59,198	$30,137	$52,000	$36,680	$70,500
$1,000,000 - $2,499,999	94	$59,172	$33,630	$49,700	$37,200	$62,700
$2,500,000 - $4,999,999	33	$48,255	$23,558	$40,420	$32,630	$62,688
$5,000,000 or More	67	$44,334	$17,682	$39,120	$32,000	$53,500
Direct 50-99 clerical, production or maintenance	649	$48,912	$46,771	$38,500	$30,000	$52,800
Under $100,000	1	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	28	$72,031	$30,942	$67,308	$55,075	$78,000
$2,500,000 - $4,999,999	22	$114,605	$186,376	$53,000	$44,500	$80,000
$5,000,000 or More	23	$56,240	$24,900	$49,000	$40,000	$63,000
Direct 100-249 clerical, production or maintenance	498	$54,139	$48,388	$41,293	$35,000	$55,000
Under $100,000	1	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	19	$69,854	$26,405	$70,000	$42,000	$90,720
$5,000,000 or More	23	$72,897	$39,297	$53,000	$42,806	$100,000
Direct 250-499 clerical, production or maintenance	239	$66,580	$79,217	$47,300	$37,000	$66,600
Under $100,000	1	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	15	$116,970	$79,354	$100,000	$84,300	$120,000
Direct 500 or more clerical, production or maintenance	285	$75,590	$53,976	$57,960	$43,500	$90,000
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	15	$127,953	$108,204	$98,100	$60,000	$148,000

Level of Managerial Responsibility and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Atlanta (GA) & Vicinity	344	$39,711	$32,260	$33,250	$25,564	$42,455
Non-managerial positions	71	$28,053	$12,446	$24,820	$20,500	$32,000
Supervise 1-3 engineers, scientists or technologists	65	$30,076	$10,661	$28,000	$23,216	$34,500
Supervise 4-9 engineers, scientists or technologists	59	$41,890	$58,353	$33,300	$28,000	$39,500
Supervise 10-49 engineers, scientists or technologists	52	$43,147	$14,481	$40,749	$32,750	$49,156
Direct 50 or more engineers, scientists or technologists	20	$62,997	$35,364	$53,250	$41,500	$72,500
Supervise 3-9 clerical, production or maintenance	9	$32,687	$3,674	$33,800	$28,702	$35,500
Supervise 10-49 clerical, production or maintenance	34	$39,919	$18,629	$37,250	$26,917	$48,000
Direct 50-99 clerical, production or maintenance	11	$49,855	$21,848	$40,000	$32,000	$66,000
Direct 100-249 clerical, production or maintenance	11	$70,573	$39,046	$47,000	$40,000	$110,000
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	6	$85,267	$50,179	$66,000	$60,000	$79,600
Baltimore (MD) & Vicinity	171	$34,310	$14,258	$30,480	$24,770	$39,420
Non-managerial positions	46	$27,819	$7,546	$26,582	$21,011	$30,500
Supervise 1-3 engineers, scientists or technologists	31	$32,016	$15,167	$29,000	$24,000	$34,032
Supervise 4-9 engineers, scientists or technologists	33	$31,405	$8,968	$29,540	$24,705	$36,028
Supervise 10-49 engineers, scientists or technologists	24	$42,419	$16,608	$38,475	$31,645	$51,780
Direct 50 or more engineers, scientists or technologists	7	$55,167	$20,173	$48,000	$40,000	$66,000
Supervise 3-9 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	16	$39,253	$11,439	$39,210	$33,160	$41,100
Direct 50-99 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Boston (MA) & Vicinity	466	$39,362	$21,059	$33,914	$27,481	$44,000
Non-managerial positions	90	$30,543	$11,095	$28,450	$24,600	$34,500
Supervise 1-3 engineers, scientists or technologists	89	$31,715	$12,156	$30,000	$24,000	$38,500
Supervise 4-9 engineers, scientists or technologists	86	$36,179	$12,470	$32,930	$28,000	$43,000
Supervise 10-49 engineers, scientists or technologists	90	$44,533	$19,707	$39,298	$33,800	$49,400
Direct 50 or more engineers, scientists or technologists	27	$67,233	$29,904	$60,000	$49,400	$76,100
Supervise 3-9 clerical, production or maintenance	8	$42,199	$35,585	$30,327	$22,484	$40,981
Supervise 10-49 clerical, production or maintenance	38	$39,291	$21,127	$34,500	$30,000	$43,000
Direct 50-99 clerical, production or maintenance	18	$48,516	$26,898	$37,650	$29,208	$60,000
Direct 100-249 clerical, production or maintenance	7	$42,186	$13,180	$42,000	$30,000	$56,000
Direct 250-499 clerical, production or maintenance	5	$57,502	$43,602	$40,000	$29,380	$94,375
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -

Continued

Level of Managerial Responsibility and Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Chicago (IL) & Vicinity	773	$38,269	$25,382	$32,480	$25,013	$42,000
Non-managerial positions	197	$25,801	$7,359	$24,000	$20,644	$29,000
Supervise 1-3 engineers, scientists or technologists	139	$31,989	$11,535	$29,700	$25,000	$36,000
Supervise 4-9 engineers, scientists or technologists	134	$36,456	$14,394	$34,200	$29,000	$38,775
Supervise 10-49 engineers, scientists or technologists	124	$49,096	$38,349	$42,250	$34,100	$52,307
Direct 50 or more engineers, scientists or technologists	39	$64,442	$22,170	$70,000	$43,000	$80,000
Supervise 3-9 clerical, production or maintenance	20	$28,370	$10,496	$26,650	$20,496	$31,500
Supervise 10-49 clerical, production or maintenance	62	$40,763	$18,195	$36,288	$29,400	$44,000
Direct 50-99 clerical, production or maintenance	23	$47,862	$41,266	$35,160	$30,017	$54,800
Direct 100-249 clerical, production or maintenance	16	$54,531	$23,853	$44,139	$39,950	$62,500
Direct 250-499 clerical, production or maintenance	6	$66,788	$29,141	$60,000	$44,700	$87,000
Direct 500 or more clerical, production or maintenance	7	$120,362	$56,635	$103,000	$70,500	$196,800
Cleveland (OH) & Vicinity	316	$39,707	$31,335	$32,000	$25,750	$44,003
Non-managerial positions	73	$25,583	$7,947	$23,480	$19,450	$30,200
Supervise 1-3 engineers, scientists or technologists	61	$37,821	$30,830	$28,580	$24,162	$38,061
Supervise 4-9 engineers, scientists or technologists	49	$35,367	$9,677	$33,500	$28,300	$39,500
Supervise 10-49 engineers, scientists or technologists	48	$48,363	$20,594	$43,800	$34,765	$57,500
Direct 50 or more engineers, scientists or technologists	11	$72,369	$21,964	$82,000	$53,755	$91,800
Supervise 3-9 clerical, production or maintenance	13	$35,101	$13,046	$33,800	$23,100	$48,950
Supervise 10-49 clerical, production or maintenance	35	$48,819	$67,113	$29,400	$25,500	$46,500
Direct 50-99 clerical, production or maintenance	5	$32,406	$10,287	$26,500	$25,750	$42,015
Direct 100-249 clerical, production or maintenance	9	$59,252	$20,457	$54,500	$37,400	$75,500
Direct 250-499 clerical, production or maintenance	6	$41,094	$17,864	$33,280	$32,000	$40,800
Direct 500 or more clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Columbus (OH) & Vicinity	252	$34,188	$18,734	$28,840	$23,960	$38,375
Non-managerial positions	86	$26,143	$13,998	$23,310	$19,800	$28,000
Supervise 1-3 engineers, scientists or technologists	37	$27,067	$4,363	$27,000	$24,552	$29,190
Supervise 4-9 engineers, scientists or technologists	49	$37,940	$18,198	$33,500	$26,350	$45,500
Supervise 10-49 engineers, scientists or technologists	27	$39,951	$11,703	$38,250	$31,400	$42,200
Direct 50 or more engineers, scientists or technologists	7	$49,563	$17,906	$46,800	$34,403	$53,800
Supervise 3-9 clerical, production or maintenance	6	$31,575	$5,397	$31,725	$25,400	$35,000
Supervise 10-49 clerical, production or maintenance	16	$38,167	$16,692	$31,750	$24,950	$52,450
Direct 50-99 clerical, production or maintenance	7	$40,701	$18,410	$34,000	$26,500	$60,000
Direct 100-249 clerical, production or maintenance	8	$44,784	$23,705	$35,792	$29,595	$49,000
Direct 250-499 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Dallas/Ft. Worth (TX) & Vicinity	462	$39,004	$23,170	$32,450	$26,000	$43,000
Non-managerial positions	101	$28,113	$11,925	$26,000	$20,875	$31,400
Supervise 1-3 engineers, scientists or technologists	69	$32,002	$14,093	$28,900	$25,000	$34,000
Supervise 4-9 engineers, scientists or technologists	79	$43,017	$31,229	$35,688	$29,688	$43,000
Supervise 10-49 engineers, scientists or technologists	57	$42,390	$15,812	$36,345	$31,000	$54,750
Direct 50 or more engineers, scientists or technologists	17	$53,640	$20,686	$47,200	$38,084	$71,054
Supervise 3-9 clerical, production or maintenance	18	$39,154	$18,984	$31,751	$24,500	$46,000
Supervise 10-49 clerical, production or maintenance	52	$43,578	$25,615	$35,000	$30,610	$46,200
Direct 50-99 clerical, production or maintenance	12	$34,718	$8,243	$35,270	$24,890	$41,500
Direct 100-249 clerical, production or maintenance	10	$43,943	$13,644	$44,000	$35,692	$52,000
Direct 250-499 clerical, production or maintenance	7	$83,429	$23,559	$76,000	$60,000	$105,000
Direct 500 or more clerical, production or maintenance	14	$69,149	$35,279	$62,590	$44,000	$72,000
Denver/Colorado Springs (CO) & Vicinity	347	$35,282	$17,780	$31,000	$25,000	$40,000
Non-managerial positions	84	$27,623	$11,222	$25,000	$20,038	$31,644
Supervise 1-3 engineers, scientists or technologists	83	$31,001	$11,222	$28,000	$24,000	$36,000
Supervise 4-9 engineers, scientists or technologists	61	$32,354	$10,112	$31,395	$26,886	$36,000
Supervise 10-49 engineers, scientists or technologists	50	$41,417	$13,354	$38,204	$32,312	$48,500
Direct 50 or more engineers, scientists or technologists	20	$59,280	$36,108	$44,100	$39,296	$64,500
Supervise 3-9 clerical, production or maintenance	12	$35,705	$18,703	$30,400	$22,750	$38,188
Supervise 10-49 clerical, production or maintenance	15	$48,700	$23,364	$47,400	$30,000	$56,000
Direct 50-99 clerical, production or maintenance	8	$47,128	$32,035	$32,406	$30,776	$50,990
Direct 100-249 clerical, production or maintenance	8	$47,125	$10,729	$46,500	$37,000	$55,000
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Detroit (MI) & Vicinity	289	$42,517	$33,566	$34,250	$28,000	$46,220
Non-managerial positions	68	$34,310	$48,935	$27,631	$21,900	$33,146
Supervise 1-3 engineers, scientists or technologists	47	$33,689	$10,985	$31,824	$26,500	$36,684
Supervise 4-9 engineers, scientists or technologists	50	$37,885	$17,607	$35,000	$30,000	$38,500
Supervise 10-49 engineers, scientists or technologists	51	$44,666	$16,687	$41,900	$33,470	$50,151
Direct 50 or more engineers, scientists or technologists	12	$79,517	$55,643	$52,250	$45,250	$96,000
Supervise 3-9 clerical, production or maintenance	11	$40,703	$15,040	$36,400	$26,000	$50,000
Supervise 10-49 clerical, production or maintenance	21	$43,198	$19,135	$34,250	$30,480	$50,500
Direct 50-99 clerical, production or maintenance	11	$87,509	$43,484	$68,100	$51,000	$125,000
Direct 100-249 clerical, production or maintenance	9	$57,143	$21,439	$46,400	$38,812	$75,110
Direct 250-499 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Houston (TX) & Vicinity	727	$43,536	$31,664	$35,600	$27,900	$47,500
Non-managerial positions	187	$30,719	$11,763	$27,900	$23,133	$35,100
Supervise 1-3 engineers, scientists or technologists	134	$35,564	$19,172	$30,650	$25,500	$37,216
Supervise 4-9 engineers, scientists or technologists	116	$38,259	$14,036	$35,000	$30,264	$42,250
Supervise 10-49 engineers, scientists or technologists	100	$47,176	$21,080	$41,400	$34,320	$53,150
Direct 50 or more engineers, scientists or technologists	45	$77,364	$76,303	$51,200	$45,540	$77,500
Supervise 3-9 clerical, production or maintenance	17	$41,593	$23,145	$34,000	$28,450	$50,000
Supervise 10-49 clerical, production or maintenance	49	$59,733	$45,361	$43,960	$35,000	$68,500
Direct 50-99 clerical, production or maintenance	25	$58,748	$21,626	$51,000	$43,350	$80,000
Direct 100-249 clerical, production or maintenance	18	$59,570	$34,721	$40,470	$36,000	$80,000
Direct 250-499 clerical, production or maintenance	11	$76,423	$35,771	$62,000	$47,500	$103,000
Direct 500 or more clerical, production or maintenance	12	$72,530	$40,031	$59,300	$44,660	$82,000
Indianapolis (IN) & Vicinity	146	$34,874	$19,567	$30,000	$25,000	$36,200
Non-managerial positions	39	$28,099	$6,820	$26,900	$24,100	$30,300
Supervise 1-3 engineers, scientists or technologists	27	$29,880	$13,630	$27,000	$22,000	$32,000
Supervise 4-9 engineers, scientists or technologists	25	$34,873	$12,636	$33,450	$26,102	$39,497
Supervise 10-49 engineers, scientists or technologists	22	$39,169	$17,302	$35,090	$30,000	$41,000
Direct 50 or more engineers, scientists or technologists	2	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 3-9 clerical, production or maintenance	5	$25,480	$4,015	$25,000	$21,200	$30,000
Supervise 10-49 clerical, production or maintenance	15	$41,367	$23,835	$30,996	$28,200	$44,500
Direct 50-99 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Jacksonville (FL) & Vicinity	129	$37,348	$19,482	$31,000	$25,000	$42,700
Non-managerial positions	16	$31,080	$15,849	$25,750	$23,878	$30,936
Supervise 1-3 engineers, scientists or technologists	25	$27,406	$6,868	$27,020	$22,925	$32,250

Continued

Level of Managerial Responsibility and Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Supervise 4-9 engineers, scientists or technologists	28	$32,945	$10,607	$29,190	$26,550	$36,814
Supervise 10-49 engineers, scientists or technologists	29	$46,816	$27,220	$37,200	$30,000	$52,000
Direct 50 or more engineers, scientists or technologists	5	$63,260	$19,193	$50,300	$46,400	$86,600
Supervise 3-9 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	14	$34,789	$13,585	$29,100	$23,800	$45,101
Direct 50-99 clerical, production or maintenance	5	$44,128	$4,939	$42,500	$39,150	$49,920
Direct 100-249 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Kansas City (MO/KS) & Vicinity	430	$41,300	$38,853	$30,679	$24,300	$40,716
Non-managerial positions	75	$25,019	$9,936	$23,220	$20,175	$27,590
Supervise 1-3 engineers, scientists or technologists	86	$27,307	$7,154	$25,028	$22,375	$30,060
Supervise 4-9 engineers, scientists or technologists	77	$35,752	$20,794	$30,400	$24,838	$38,850
Supervise 10-49 engineers, scientists or technologists	89	$48,539	$49,588	$36,860	$32,080	$47,782
Direct 50 or more engineers, scientists or technologists	23	$77,025	$48,989	$62,938	$40,716	$94,000
Supervise 3-9 clerical, production or maintenance	7	$24,151	$6,397	$24,328	$19,900	$29,300
Supervise 10-49 clerical, production or maintenance	29	$42,095	$32,512	$31,300	$24,852	$47,180
Direct 50-99 clerical, production or maintenance	13	$64,380	$67,999	$47,000	$31,100	$58,600
Direct 100-249 clerical, production or maintenance	11	$50,462	$34,682	$34,300	$32,450	$58,000
Direct 250-499 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	13	$111,607	$74,232	$84,500	$55,296	$159,500
Los Angeles/Long Beach/San Diego (CA) & Vicinity	432	$39,815	$24,534	$34,383	$27,150	$43,000
Non-managerial positions	99	$30,407	$10,404	$26,900	$23,640	$34,500
Supervise 1-3 engineers, scientists or technologists	70	$33,765	$15,395	$30,000	$26,000	$35,000
Supervise 4-9 engineers, scientists or technologists	98	$36,886	$10,145	$34,963	$30,680	$41,090
Supervise 10-49 engineers, scientists or technologists	65	$46,934	$34,383	$41,000	$35,200	$49,500
Direct 50 or more engineers, scientists or technologists	19	$51,878	$18,994	$51,000	$36,000	$75,500
Supervise 3-9 clerical, production or maintenance	9	$25,350	$8,078	$24,000	$20,285	$28,850
Supervise 10-49 clerical, production or maintenance	35	$41,479	$21,982	$36,550	$32,240	$44,000
Direct 50-99 clerical, production or maintenance	12	$76,071	$55,817	$60,000	$45,550	$68,675
Direct 100-249 clerical, production or maintenance	11	$58,391	$28,126	$47,136	$39,289	$62,000
Direct 250-499 clerical, production or maintenance	5	$66,615	$27,667	$62,500	$37,488	$97,800
Direct 500 or more clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Memphis (TN) & Vicinity	108	$40,574	$27,938	$32,014	$25,850	$42,363
Non-managerial positions	20	$34,047	$35,043	$25,488	$22,836	$32,014
Supervise 1-3 engineers, scientists or technologists	13	$28,173	$10,468	$24,112	$22,000	$31,250
Supervise 4-9 engineers, scientists or technologists	24	$38,322	$14,965	$34,126	$28,250	$40,723
Superv[illegible] 49 engineers, scientists or technologists	19	$47,774	$43,470	$36,100	$27,000	$42,812
Dir[illegible] ore engineers, scientists or technologists	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sup[illegible] lerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Supe[illegible] clerical, production or maintenance	19	$48,261	$22,540	$47,225	$27,216	$62,500
Direct [illegible] clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Milwaukee (WI) & Vicinity	233	$37,459	$24,307	$31,000	$25,695	$40,001
Non-managerial positions	41	$26,666	$6,505	$26,200	$21,656	$30,180
Supervise 1-3 engineers, scientists or technologists	41	$28,936	$8,135	$27,040	$22,911	$32,156
Supervise 4-9 engineers, scientists or technologists	42	$32,854	$11,951	$30,230	$27,330	$35,208
Supervise 10-49 engineers, scientists or technologists	34	$39,734	$15,976	$34,890	$30,000	$42,900
Direct 50 or more engineers, scientists or technologists	10	$65,626	$28,416	$55,556	$44,000	$75,646
Supervise 3-9 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	35	$40,446	$14,700	$35,000	$29,000	$46,000
Direct 50-99 clerical, production or maintenance	8	$33,550	$7,879	$30,674	$28,500	$35,250
Direct 100-249 clerical, production or maintenance	10	$47,738	$19,365	$45,170	$34,044	$54,500
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	6	$110,000	$88,380	$70,000	$56,800	$121,000
Minneapolis/St. Paul (MN) & Vicinity	289	$40,727	$36,440	$33,000	$27,960	$43,000
Non-managerial positions	59	$35,038	$51,370	$28,150	$23,733	$30,000
Supervise 1-3 engineers, scientists or technologists	60	$31,637	$13,878	$29,516	$25,000	$34,400
Supervise 4-9 engineers, scientists or technologists	45	$36,532	$8,808	$34,000	$29,836	$41,550
Supervise 10-49 engineers, scientists or technologists	56	$43,822	$19,174	$39,110	$33,185	$50,000
Direct 50 or more engineers, scientists or technologists	14	$57,142	$23,695	$48,500	$42,000	$56,700
Supervise 3-9 clerical, production or maintenance	5	$33,420	$5,903	$31,500	$27,900	$39,900
Supervise 10-49 clerical, production or maintenance	22	$35,045	$12,146	$30,871	$26,200	$37,500
Direct 50-99 clerical, production or maintenance	11	$73,955	$40,874	$68,615	$48,000	$87,000
Direct 100-249 clerical, production or maintenance	5	$43,060	$9,328	$46,460	$32,170	$52,250
Direct 250-499 clerical, production or maintenance	5	$131,960	$137,908	$60,000	$47,400	$252,500
Direct 500 or more clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Nassau/Suffolk Counties (NY)	133	$39,122	$17,766	$35,000	$27,960	$44,750
Non-managerial positions	16	$25,784	$7,631	$24,966	$20,592	$30,096
Supervise 1-3 engineers, scientists or technologists	32	$37,745	$14,279	$33,773	$28,463	$40,100
Supervise 4-9 engineers, scientists or technologists	20	$33,668	$10,361	$30,625	$27,840	$35,950
Supervise 10-49 engineers, scientists or technologists	25	$42,360	$11,607	$42,500	$32,250	$50,410
Direct 50 or more engineers, scientists or technologists	5	$64,541	$25,839	$61,500	$37,150	$93,453
Supervise 3-9 clerical, production or maintenance	8	$35,734	$11,801	$39,650	$24,485	$44,750
Supervise 10-49 clerical, production or maintenance	10	$43,259	$26,956	$34,250	$28,447	$43,400
Direct 50-99 clerical, production or maintenance	7	$38,751	$5,498	$38,000	$35,000	$42,200
Direct 100-249 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Newark/Jersey City (NJ) & Vicinity	293	$42,854	$30,877	$36,000	$30,000	$47,535
Non-managerial positions	57	$31,772	$13,096	$30,403	$23,578	$36,000
Supervise 1-3 engineers, scientists or technologists	46	$34,166	$13,863	$30,900	$25,526	$38,500
Supervise 4-9 engineers, scientists or technologists	54	$45,311	$55,596	$35,000	$31,080	$42,500
Supervise 10-49 engineers, scientists or technologists	53	$48,284	$15,714	$42,800	$38,500	$53,775
Direct 50 or more engineers, scientists or technologists	13	$73,650	$36,563	$70,000	$45,860	$81,075
Supervise 3-9 clerical, production or maintenance	11	$34,484	$12,326	$33,430	$25,975	$39,140
Supervise 10-49 clerical, production or maintenance	33	$41,145	$13,520	$36,600	$30,000	$49,225
Direct 50-99 clerical, production or maintenance	6	$51,000	$15,674	$47,000	$42,000	$67,000
Direct 100-249 clerical, production or maintenance	10	$55,157	$29,869	$38,785	$36,950	$70,000
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
New Orleans (LA) & Vicinity	227	$39,338	$23,995	$34,150	$27,500	$42,500
Non-managerial positions	44	$27,763	$7,890	$27,798	$21,958	$31,450
Supervise 1-3 engineers, scientists or technologists	46	$30,205	$9,706	$27,700	$23,650	$34,600
Supervise 4-9 engineers, scientists or technologists	39	$39,031	$12,777	$35,688	$32,750	$42,800
Supervise 10-49 engineers, scientists or technologists	40	$42,050	$14,372	$38,800	$34,300	$46,000
Direct 50 or more engineers, scientists or technologists	5	$84,760	$27,513	$75,800	$59,250	$114,750

Continued

Level of Managerial Responsibility and Metropolitan Area	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Supervise 3-9 clerical, production or maintenance	7	$29,218	$9,627	$24,024	$22,920	$36,000
Supervise 10-49 clerical, production or maintenance	24	$38,474	$10,782	$36,000	$31,020	$44,935
Direct 50-99 clerical, production or maintenance	6	$47,227	$13,401	$46,000	$32,460	$56,500
Direct 100-249 clerical, production or maintenance	10	$51,921	$23,312	$39,250	$35,000	$57,000
Direct 250-499 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
New York City (NY) & Vicinity	433	$43,285	$31,512	$36,000	$28,350	$46,930
Non-managerial positions	85	$34,494	$17,684	$30,500	$25,000	$37,250
Supervise 1-3 engineers, scientists or technologists	76	$32,679	$11,899	$30,000	$24,750	$36,070
Supervise 4-9 engineers, scientists or technologists	70	$34,928	$13,063	$32,632	$27,000	$37,500
Supervise 10-49 engineers, scientists or technologists	80	$44,440	$19,511	$40,000	$33,577	$48,920
Direct 50 or more engineers, scientists or technologists	30	$76,306	$76,266	$50,750	$44,600	$80,000
Supervise 3-9 clerical, production or maintenance	10	$43,635	$21,695	$38,213	$26,000	$55,000
Supervise 10-49 clerical, production or maintenance	31	$40,301	$15,700	$39,200	$29,000	$46,860
Direct 50-99 clerical, production or maintenance	20	$68,852	$36,224	$64,000	$41,474	$70,500
Direct 100-249 clerical, production or maintenance	9	$67,603	$53,595	$43,900	$35,737	$87,375
Direct 250-499 clerical, production or maintenance	8	$60,713	$23,873	$50,000	$41,350	$80,500
Direct 500 or more clerical, production or maintenance	6	$91,900	$51,256	$67,000	$52,400	$160,000
Philadelphia (PA/NJ) & Vicinity	562	$38,313	$24,762	$33,392	$25,980	$42,000
Non-managerial positions	127	$29,083	$12,247	$25,465	$21,390	$34,270
Supervise 1-3 engineers, scientists or technologists	120	$31,138	$13,754	$28,394	$23,623	$35,000
Supervise 4-9 engineers, scientists or technologists	89	$34,685	$10,479	$33,000	$27,000	$38,343
Supervise 10-49 engineers, scientists or technologists	83	$47,749	$32,782	$40,800	$34,000	$51,500
Direct 50 or more engineers, scientists or technologists	23	$75,661	$52,073	$55,000	$46,156	$76,838
Supervise 3-9 clerical, production or maintenance	17	$28,409	$9,439	$25,500	$20,750	$33,350
Supervise 10-49 clerical, production or maintenance	49	$40,909	$18,413	$35,000	$28,500	$48,336
Direct 50-99 clerical, production or maintenance	12	$43,314	$11,751	$37,772	$35,030	$50,750
Direct 100-249 clerical, production or maintenance	16	$52,926	$33,508	$40,550	$33,409	$53,100
Direct 250-499 clerical, production or maintenance	7	$48,395	$20,337	$35,337	$35,000	$66,600
Direct 500 or more clerical, production or maintenance	10	$71,279	$46,592	$53,000	$43,000	$75,000
Phoenix (AZ) & Vicinity	128	$38,645	$31,910	$32,500	$25,836	$40,000
Non-managerial positions	30	$26,776	$7,817	$25,337	$22,900	$32,500
Supervise 1-3 engineers, scientists or technologists	21	$29,255	$7,798	$28,200	$24,500	$34,300
Supervise 4-9 engineers, scientists or technologists	29	$44,633	$56,451	$32,500	$29,137	$38,600
Supervise 10-49 engineers, scientists or technologists	22	$44,758	$17,602	$40,453	$32,700	$53,398
Direct 50 or more engineers, scientists or technologists	5	$67,677	$41,796	$38,000	$35,192	$115,000
Supervise 3-9 clerical, production or maintenance	6	$41,676	$20,082	$35,000	$28,056	$40,000
Supervise 10-49 clerical, production or maintenance	8	$45,267	$18,434	$40,897	$30,570	$57,100
Direct 50-99 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 100-249 clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Pittsburgh (PA) & Vicinity	383	$38,069	$31,797	$31,500	$24,660	$41,300
Non-managerial positions	97	$28,500	$21,566	$25,000	$20,020	$31,393
Supervise 1-3 engineers, scientists or technologists	68	$29,632	$7,845	$28,484	$24,300	$35,100
Supervise 4-9 engineers, scientists or technologists	63	$34,301	$10,253	$33,500	$26,000	$40,000
Supervise 10-49 engineers, scientists or technologists	60	$40,478	$13,741	$38,325	$30,420	$45,750
Direct 50 or more engineers, scientists or technologists	25	$61,907	$38,994	$48,800	$40,850	$64,500
Supervise 3-9 clerical, production or maintenance	7	$37,529	$16,069	$33,500	$24,000	$56,000
Supervise 10-49 clerical, production or maintenance	25	$34,001	$19,384	$28,125	$22,212	$37,962
Direct 50-99 clerical, production or maintenance	9	$37,361	$12,976	$40,000	$26,050	$48,100
Direct 100-249 clerical, production or maintenance	10	$58,235	$33,960	$49,350	$33,291	$56,000
Direct 250-499 clerical, production or maintenance	6	$134,567	$152,947	$61,050	$42,900	$140,000
Direct 500 or more clerical, production or maintenance	8	$83,781	$36,490	$73,900	$57,150	$97,000
St. Louis (MO) & Vicinity	364	$41,000	$32,380	$32,057	$26,130	$41,570
Non-managerial positions	83	$31,130	$27,997	$27,100	$22,360	$30,900
Supervise 1-3 engineers, scientists or technologists	74	$29,987	$11,631	$28,000	$23,150	$33,000
Supervise 4-9 engineers, scientists or technologists	51	$36,612	$24,725	$31,700	$27,500	$39,000
Supervise 10-49 engineers, scientists or technologists	56	$43,529	$17,098	$39,400	$33,855	$47,650
Direct 50 or more engineers, scientists or technologists	18	$74,391	$44,452	$60,000	$44,500	$85,000
Supervise 3-9 clerical, production or maintenance	14	$29,325	$8,597	$26,600	$23,884	$36,900
Supervise 10-49 clerical, production or maintenance	29	$39,543	$17,692	$33,900	$27,630	$48,750
Direct 50-99 clerical, production or maintenance	5	$56,210	$12,535	$64,000	$41,500	$67,025
Direct 100-249 clerical, production or maintenance	12	$62,612	$50,517	$40,241	$34,750	$72,100
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	14	$96,484	$61,887	$79,600	$60,000	$100,000
San Antonio (TX) & Vicinity	176	$38,354	$27,479	$30,745	$25,984	$39,750
Non-managerial positions	28	$27,102	$7,075	$28,000	$22,044	$30,099
Supervise 1-3 engineers, scientists or technologists	43	$36,570	$35,427	$28,500	$24,600	$34,000
Supervise 4-9 engineers, scientists or technologists	21	$30,686	$8,194	$30,000	$25,453	$34,300
Supervise 10-49 engineers, scientists or technologists	25	$40,971	$15,196	$36,000	$30,500	$44,750
Direct 50 or more engineers, scientists or technologists	5	$40,473	$9,928	$36,900	$32,000	$50,734
Supervise 3-9 clerical, production or maintenance	9	$41,882	$39,571	$23,220	$19,300	$44,693
Supervise 10-49 clerical, production or maintenance	24	$53,352	$38,769	$38,200	$28,309	$64,750
Direct 50-99 clerical, production or maintenance	8	$37,578	$18,656	$31,600	$25,814	$44,199
Direct 100-249 clerical, production or maintenance	6	$42,342	$9,866	$40,075	$35,200	$47,300
Direct 250-499 clerical, production or maintenance	0	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	5	$59,342	$22,686	$48,500	$41,106	$83,000
San Francisco/Oakland (CA) & Vicinity	402	$41,285	$30,149	$34,900	$28,350	$44,280
Non-managerial positions	110	$32,315	$19,353	$28,625	$23,700	$32,800
Supervise 1-3 engineers, scientists or technologists	83	$34,365	$18,528	$30,000	$26,885	$35,000
Supervise 4-9 engineers, scientists or technologists	71	$38,735	$9,759	$36,240	$32,000	$44,900
Supervise 10-49 engineers, scientists or technologists	63	$46,384	$16,609	$42,000	$37,520	$50,000
Direct 50 or more engineers, scientists or technologists	14	$87,033	$98,779	$47,528	$41,400	$52,760
Supervise 3-9 clerical, production or maintenance	7	$31,671	$11,781	$26,000	$24,300	$45,000
Supervise 10-49 clerical, production or maintenance	29	$49,236	$21,483	$40,000	$35,000	$57,000
Direct 50-99 clerical, production or maintenance	8	$59,284	$41,820	$41,200	$32,436	$66,500
Direct 100-249 clerical, production or maintenance	9	$85,053	$64,324	$71,000	$44,290	$96,500
Direct 250-499 clerical, production or maintenance	3	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Seattle (WA) & Vicinity	218	$34,063	$12,865	$31,294	$26,000	$38,988
Non-managerial positions	54	$26,739	$7,482	$25,200	$21,560	$29,850
Supervise 1-3 engineers, scientists or technologists	39	$29,297	$7,025	$28,500	$25,800	$32,000
Supervise 4-9 engineers, scientists or technologists	46	$34,122	$10,928	$31,179	$27,600	$35,492
Supervise 10-49 engineers, scientists or technologists	39	$41,864	$13,664	$38,000	$34,092	$46,300
Direct 50 or more engineers, scientists or technologists	10	$50,237	$19,255	$42,000	$39,540	$54,500
Supervise 3-9 clerical, production or maintenance	4	- - - -	- - - -	- - - -	- - - -	- - - -
Supervise 10-49 clerical, production or maintenance	11	$37,796	$10,525	$39,020	$26,937	$48,000
Direct 50-99 clerical, production or maintenance	6	$31,304	$4,235	$31,912	$27,000	$33,000

Continued

Level of Managerial Responsibility and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Direct 100-249 clerical, production or maintenance	5	$50,144	$10,016	$50,000	$41,250	$59,110
Direct 250-499 clerical, production or maintenance	1	- - - -	- - - -	- - - -	- - - -	- - - -
Direct 500 or more clerical, production or maintenance	2	- - - -	- - - -	- - - -	- - - -	- - - -
Washington (DC/MD/VA) & Vicinity	549	$41,873	$42,070	$37,000	$29,938	$47,500
Non-managerial positions	154	$33,236	$10,786	$32,356	$25,700	$38,186
Supervise 1-3 engineers, scientists or technologists	89	$33,216	$10,445	$30,200	$25,182	$39,192
Supervise 4-9 engineers, scientists or technologists	86	$40,082	$17,002	$36,587	$31,490	$44,000
Supervise 10-49 engineers, scientists or technologists	90	$46,868	$17,357	$45,000	$36,000	$50,100
Direct 50 or more engineers, scientists or technologists	36	$55,856	$23,420	$50,100	$45,622	$61,000
Supervise 3-9 clerical, production or maintenance	9	$32,144	$8,637	$30,000	$26,993	$39,900
Supervise 10-49 clerical, production or maintenance	41	$43,630	$19,561	$40,000	$31,150	$50,677
Direct 50-99 clerical, production or maintenance	11	$126,959	$254,671	$48,000	$32,000	$52,000
Direct 100-249 clerical, production or maintenance	14	$41,885	$8,342	$39,055	$34,800	$50,112
Direct 250-499 clerical, production or maintenance	6	$47,915	$4,984	$48,700	$42,000	$53,000
Direct 500 or more clerical, production or maintenance	9	$78,636	$46,405	$57,500	$39,750	$124,100

Annual Billings for Service and Size of Organization

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
One (myself only)	332	$37,551	$22,585	$35,000	$24,759	$45,000
Under $100,000	191	$35,019	$14,774	$34,307	$24,455	$44,005
$100,000 - $249,999	14	$80,164	$64,968	$60,000	$41,200	$95,000
$250,000 - $499,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	0	- - - -	- - - -	- - - -	- - - -	- - - -
Two - Four Employees	648	$37,025	$19,482	$32,163	$25,000	$44,000
Under $100,000	265	$31,418	$14,345	$29,950	$22,125	$36,275
$100,000 - $249,999	148	$41,770	$16,630	$39,825	$30,000	$50,000
$250,000 - $499,999	11	$50,619	$19,010	$44,000	$40,000	$65,000
$500,000 - $999,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	1	- - - -	- - - -	- - - -	- - - -	- - - -
Five - Nine Employees	810	$39,139	$29,960	$33,000	$24,700	$45,000
Under $100,000	52	$28,844	$12,606	$25,000	$19,400	$35,000
$100,000 - $249,999	332	$36,129	$28,577	$30,000	$24,000	$41,250
$250,000 - $499,999	170	$40,338	$21,707	$36,550	$26,400	$48,000
$500,000 - $999,999	13	$74,358	$42,989	$65,000	$41,100	$99,800
$1,000,000 - $2,499,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	1	- - - -	- - - -	- - - -	- - - -	- - - -
10 - 24 Employees	1,553	$40,359	$27,859	$34,120	$26,000	$47,000
Under $100,000	19	$30,734	$16,305	$26,700	$15,000	$35,300
$100,000 - $249,999	149	$30,280	$11,232	$28,000	$21,410	$36,000
$250,000 - $499,999	473	$39,572	$26,144	$34,660	$28,000	$45,000
$500,000 - $999,999	366	$45,726	$25,613	$39,000	$28,000	$55,000
$1,000,000 - $2,499,999	44	$43,383	$39,069	$30,750	$24,250	$51,000
$2,500,000 - $4,999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	6	$34,803	$10,491	$37,410	$22,500	$41,000
25 - 49 Employees	1,390	$42,317	$35,885	$34,000	$26,000	$49,200
Under $100,000	2	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	14	$28,375	$9,101	$27,925	$21,192	$30,200
$250,000 - $499,999	62	$29,770	$12,516	$26,000	$21,910	$35,000
$500,000 - $999,999	317	$39,490	$22,909	$33,200	$25,000	$45,111
$1,000,000 - $2,499,999	381	$48,029	$29,102	$39,920	$29,500	$58,350
$2,500,000 - $4,999,999	22	$78,831	$186,459	$34,225	$30,000	$50,500
$5,000,000 or More	8	$29,906	$5,948	$30,125	$26,500	$33,500
50 - 99 Employees	1,450	$43,826	$32,580	$34,000	$25,800	$50,000
Under $100,000	5	$28,280	$6,681	$27,000	$22,000	$35,200
$100,000 - $249,999	5	$31,445	$11,636	$31,000	$20,863	$42,250
$250,000 - $499,999	14	$24,760	$8,421	$22,566	$20,500	$30,000
$500,000 - $999,999	48	$29,376	$12,460	$27,650	$20,765	$31,698
$1,000,000 - $2,499,999	463	$40,940	$23,789	$33,200	$25,800	$49,200
$2,500,000 - $4,999,999	187	$55,457	$43,642	$44,000	$28,200	$68,810
$5,000,000 or More	29	$39,700	$32,386	$28,100	$23,313	$42,250
100 - 499 Employees	2,844	$40,889	$36,736	$32,693	$26,000	$43,425
Under $100,000	7	$37,907	$21,253	$29,500	$24,000	$51,200
$100,000 - $249,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	10	$24,449	$7,914	$22,050	$19,500	$28,140
$500,000 - $999,999	23	$26,601	$7,438	$26,166	$20,700	$31,000
$1,000,000 - $2,499,999	109	$30,176	$12,445	$28,312	$22,800	$33,250
$2,500,000 - $4,999,999	345	$41,373	$26,433	$33,800	$25,775	$47,000
$5,000,000 or More	633	$44,875	$39,156	$34,900	$27,500	$48,648
500 - 999 Employees	1,214	$38,244	$28,876	$32,000	$26,000	$40,700
Under $100,000	5	$40,732	$27,879	$26,700	$23,080	$65,400
$100,000 - $249,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	14	$24,817	$6,250	$22,800	$20,760	$28,000
$2,500,000 - $4,999,999	22	$28,020	$9,853	$26,095	$20,950	$30,000
$5,000,000 or More	383	$42,446	$33,163	$36,000	$27,500	$47,020
1,000 - 2,499 Employees	1,649	$36,350	$27,246	$31,524	$25,182	$39,500
Under $100,000	2	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	5	$30,501	$8,073	$27,000	$23,253	$39,500
$2,500,000 - $4,999,999	11	$28,516	$9,657	$24,100	$21,799	$36,600
$5,000,000 or More	317	$41,311	$39,284	$34,220	$25,895	$43,425
2,500 - 4,999 Employees	1,275	$35,279	$22,146	$31,200	$25,224	$38,600
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	6	$31,533	$6,294	$28,300	$26,400	$38,200

Continued

Annual Billings for Service and Size of Organization

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
$2,500,000 - $4,999,999	6	$25,030	$7,826	$21,630	$20,040	$25,380
$5,000,000 or More	179	$44,990	$46,085	$33,408	$25,000	$44,420
5,000 - 9,999 Employees	955	$34,872	$17,516	$31,480	$25,680	$39,188
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	67	$40,337	$35,346	$32,160	$25,680	$41,545
10,000 - 19,999 Employees	698	$35,286	$20,711	$32,000	$25,380	$40,000
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	17	$30,173	$7,207	$28,200	$25,810	$35,185
20,000 - 29,999 Employees	331	$36,732	$23,620	$31,800	$26,271	$40,320
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	14	$60,190	$83,134	$30,779	$26,875	$46,496
30,000 - 39,999 Employees	291	$40,255	$27,533	$34,320	$28,772	$42,100
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	8	$38,007	$12,817	$32,420	$28,250	$50,250
40,000 - 49,999 Employees	165	$37,247	$20,831	$32,000	$26,000	$41,000
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	3	- - - -	- - - -	- - - -	- - - -	- - - -
50,000 Employees or More	1,[illegible]18	$37,134	$24,840	$32,536	$26,300	$40,000
Under $100,000	0	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	27	$49,052	$77,849	$28,300	$23,344	$33,500

Annual Billings for Service and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Atlanta (GA) & Vicinity	344	$39,711	$32,260	$33,250	$25,564	$42,455
Under $100,000	9	$26,388	$7,355	$25,200	$20,000	$32,500
$100,000 - $249,999	11	$34,993	$13,038	$32,120	$24,000	$38,000
$250,000 - $499,999	11	$41,609	$11,450	$40,000	$34,000	$50,000
$500,000 - $999,999	11	$33,914	$14,351	$32,600	$20,000	$45,100
$1,000,000 - $2,499,999	18	$37,103	$13,593	$37,500	$30,300	$44,000
$2,500,000 - $4,999,999	7	$50,129	$22,070	$45,000	$30,602	$80,000
$5,000,000 or More	51	$50,631	$66,071	$35,300	$28,538	$47,000
Baltimore (MD) & Vicinity	171	$34,310	$14,258	$30,480	$24,770	$39,420
Under $100,000	5	$29,200	$8,565	$30,000	$22,000	$36,000
$100,000 - $249,999	6	$27,799	$7,108	$25,700	$25,294	$28,000
$250,000 - $499,999	8	$34,140	$11,249	$34,160	$25,220	$38,500
$500,000 - $999,999	5	$38,820	$16,696	$41,600	$21,250	$55,000
$1,000,000 - $2,499,999	20	$36,089	$16,464	$32,201	$24,800	$42,250
$2,500,000 - $4,999,999	6	$34,753	$9,660	$32,009	$30,000	$44,000
$5,000,000 or More	16	$44,978	$21,729	$38,530	$30,906	$46,980
Boston (MA) & Vicinity	466	$39,362	$21,059	$33,914	$27,481	$44,000
Under $100,000	19	$39,675	$19,633	$36,000	$28,000	$50,000
$100,000 - $249,999	16	$38,651	$15,168	$32,490	$26,520	$47,500
$250,000 - $499,999	16	$38,486	$19,909	$33,660	$25,740	$39,404
$500,000 - $999,999	13	$43,556	$28,776	$33,160	$31,000	$44,500
$1,000,000 - $2,499,999	11	$53,261	$34,178	$43,500	$25,610	$60,000
$2,500,000 - $4,999,999	14	$46,824	$23,622	$39,350	$28,200	$50,000
$5,000,000 or More	76	$43,861	$26,903	$34,000	$29,360	$53,800
Chicago (IL) & Vicinity	773	$38,269	$25,382	$32,480	$25,013	$42,000
Under $100,000	13	$31,527	$17,739	$25,000	$19,125	$37,000
$100,000 - $249,999	14	$40,470	$12,044	$38,000	$31,320	$49,000
$250,000 - $499,999	31	$42,573	$24,479	$36,500	$25,000	$48,000
$500,000 - $999,999	30	$40,975	$18,071	$36,888	$27,500	$50,000
$1,000,000 - $2,499,999	34	$48,518	$20,569	$42,500	$32,300	$63,000
$2,500,000 - $4,999,999	26	$45,442	$26,312	$36,046	$26,540	$55,350
$5,000,000 or More	109	$47,412	$45,184	$35,980	$25,946	$55,044
Cleveland (OH) & Vicinity	316	$39,707	$31,335	$32,000	$25,750	$44,003
Under $100,000	7	$34,001	$6,736	$30,000	$30,000	$44,005
$100,000 - $249,999	9	$51,256	$27,744	$40,000	$32,900	$76,250
$250,000 - $499,999	11	$43,896	$12,347	$45,000	$35,000	$54,500
$500,000 - $999,999	12	$43,051	$17,013	$46,600	$25,720	$60,000
$1,000,000 - $2,499,999	21	$45,294	$30,255	$32,620	$24,610	$59,000
$2,500,000 - $4,999,999	14	$47,430	$35,990	$35,100	$26,500	$47,000
$5,000,000 or More	23	$39,976	$22,420	$36,000	$20,690	$49,000
Columbus (OH) & Vicinity	252	$34,188	$18,734	$28,840	$23,960	$38,375
Under $100,000	5	$23,280	$4,108	$24,000	$19,700	$26,500

Continued

Annual Billings for Service and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
$100,000 - $249,999	5	$30,780	$14,755	$26,000	$17,200	$46,750
$250,000 - $499,999	8	$34,817	$10,885	$35,620	$27,540	$42,500
$500,000 - $999,999	11	$39,787	$18,378	$39,550	$24,103	$53,200
$1,000,000 - $2,499,999	13	$39,457	$16,766	$33,500	$28,600	$57,500
$2,500,000 - $4,999,999	9	$30,603	$11,296	$30,500	$18,663	$42,325
$5,000,000 or More	24	$40,564	$22,772	$30,725	$26,025	$44,600
Dallas/Ft. Worth (TX) & Vicinity	462	$39,004	$23,170	$32,450	$26,000	$43,000
Under $100,000	14	$40,922	$13,004	$40,000	$32,500	$47,315
$100,000 - $249,999	9	$33,022	$14,254	$27,000	$23,928	$41,050
$250,000 - $499,999	22	$48,049	$25,143	$42,250	$30,000	$50,000
$500,000 - $999,999	19	$48,682	$25,802	$38,830	$30,060	$66,000
$1,000,000 - $2,499,999	36	$50,191	$43,787	$37,600	$26,650	$56,750
$2,500,000 - $4,999,999	10	$27,597	$15,413	$24,000	$19,500	$26,700
$5,000,000 or More	37	$39,451	$18,874	$34,910	$25,388	$46,250
Denver/Colorado Springs (CO) & Vicinity	347	$35,282	$17,780	$31,000	$25,000	$40,000
Under $100,000	17	$31,724	$13,399	$32,190	$20,000	$40,000
$100,000 - $249,999	10	$29,218	$12,184	$24,800	$20,600	$36,000
$250,000 - $499,999	10	$43,396	$12,424	$45,000	$28,000	$55,000
$500,000 - $999,999	13	$38,738	$17,940	$33,700	$28,150	$46,500
$1,000,000 - $2,499,999	15	$38,311	$19,299	$31,500	$22,500	$48,500
$2,500,000 - $4,999,999	17	$35,724	$13,913	$33,160	$22,000	$47,400
$5,000,000 or More	42	$44,931	$29,732	$36,065	$28,000	$49,000
Detroit (MI) & Vicinity	289	$42,517	$33,566	$34,250	$28,000	$46,220
Under $100,000	4	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	6	$42,082	$18,523	$32,975	$30,000	$54,100
$250,000 - $499,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	6	$36,793	$8,839	$38,730	$32,000	$42,200
$1,000,000 - $2,499,999	15	$43,166	$26,491	$36,000	$21,000	$52,000
$2,500,000 - $4,999,999	10	$67,316	$45,048	$50,250	$45,611	$70,000
$5,000,000 or More	33	$48,029	$34,953	$37,000	$27,980	$49,600
Houston (TX) & Vicinity	727	$43,536	$31,664	$35,600	$27,900	$47,500
Under $100,000	15	$50,349	$25,040	$45,000	$33,000	$51,200
$100,000 - $249,999	18	$46,699	$24,117	$38,000	$30,000	$50,000
$250,000 - $499,999	20	$44,605	$30,598	$33,850	$28,575	$50,500
$500,000 - $999,999	26	$45,319	$22,631	$36,000	$28,220	$60,000
$1,000,000 - $2,499,999	31	$54,603	$36,556	$42,280	$30,000	$61,100
$2,500,000 - $4,999,999	21	$60,229	$60,562	$35,100	$25,375	$77,250
$5,000,000 or More	112	$44,636	$48,528	$33,460	$27,720	$42,286
Indianapolis (IN) & Vicinity	146	$34,874	$19,567	$30,000	$25,000	$36,200
Under $100,000	3	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	7	$35,991	$18,078	$29,135	$23,000	$42,000
$500,000 - $999,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	10	$43,500	$22,894	$33,000	$28,312	$42,800
$2,500,000 - $4,999,999	1	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	10	$37,353	$10,960	$36,009	$28,800	$45,020
Jacksonville (FL) & Vicinity	129	$37,348	$19,482	$31,000	$25,000	$42,700
Under $100,000	6	$31,683	$16,589	$27,500	$24,000	$35,000
$100,000 - $249,999	0	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	8	$32,523	$9,939	$28,790	$25,300	$39,200
$500,000 - $999,999	8	$37,803	$19,740	$30,000	$24,862	$44,251
$1,000,000 - $2,499,999	13	$47,102	$27,778	$35,000	$27,890	$60,250
$2,500,000 - $4,999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	23	$37,009	$15,939	$31,000	$27,800	$39,300
Kansas City (MO/KS) & Vicinity	430	$41,300	$38,853	$30,679	$24,300	$40,716
Under $100,000	7	$31,223	$6,078	$35,000	$24,000	$36,000
$100,000 - $249,999	8	$29,956	$11,770	$24,255	$20,818	$40,250
$250,000 - $499,999	16	$44,816	$24,609	$33,500	$27,887	$60,300
$500,000 - $999,999	15	$43,407	$16,483	$38,000	$30,000	$53,800
$1,000,000 - $2,499,999	21	$53,006	$39,446	$35,000	$26,400	$72,500
$2,500,000 - $4,999,999	9	$64,910	$81,271	$36,600	$23,590	$60,375
$5,000,000 or More	149	$44,753	$48,158	$30,400	$23,919	$42,887
Los Angeles/Long Beach/San Diego (CA) & Vicinity	432	$39,815	$24,534	$34,383	$27,150	$43,000
Under $100,000	9	$38,911	$15,194	$34,000	$27,500	$57,500
$100,000 - $249,999	15	$43,373	$15,045	$40,000	$34,000	$50,000
$250,000 - $499,999	14	$38,569	$9,891	$39,000	$33,000	$45,600
$500,000 - $999,999	12	$39,018	$14,643	$33,120	$26,200	$47,500
$1,000,000 - $2,499,999	22	$50,200	$28,272	$41,300	$32,550	$56,000
$2,500,000 - $4,999,999	16	$54,704	$33,598	$45,350	$32,280	$66,000
$5,000,000 or More	42	$44,178	$22,175	$35,800	$30,000	$50,000
Memphis (TN) & Vicinity	108	$40,574	$27,938	$32,014	$25,850	$42,363
Under $100,000	5	$31,200	$14,730	$22,000	$22,000	$45,000
$100,000 - $249,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$250,000 - $499,999	7	$44,735	$14,883	$37,200	$32,260	$64,766
$500,000 - $999,999	5	$55,100	$24,084	$43,000	$36,250	$80,000
$1,000,000 - $2,499,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$2,500,000 - $4,999,999	6	$37,717	$15,256	$33,150	$26,000	$42,000
$5,000,000 or More	3	- - - -	- - - -	- - - -	- - - -	- - - -
Milwaukee (WI) & Vicinity	233	$37,459	$24,307	$31,000	$25,695	$40,001
Under $100,000	6	$37,417	$5,135	$38,501	$32,000	$40,500
$100,000 - $249,999	7	$29,901	$10,159	$33,000	$19,000	$40,000
$250,000 - $499,999	9	$40,544	$15,165	$40,000	$28,000	$43,700
$500,000 - $999,999	10	$43,605	$19,408	$31,895	$28,300	$56,000
$1,000,000 - $2,499,999	12	$40,094	$14,206	$34,582	$30,423	$53,850
$2,500,000 - $4,999,999	5	$47,500	$25,409	$38,000	$27,250	$72,500
$5,000,000 or More	14	$33,488	$12,928	$28,805	$23,000	$37,500
Minneapolis/St. Paul (MN) & Vicinity	289	$40,727	$36,440	$33,000	$27,960	$43,000
Under $100,000	9	$28,820	$8,399	$32,560	$22,800	$36,000
$100,000 - $249,999	6	$32,333	$9,792	$31,500	$25,000	$33,000
$250,000 - $499,999	11	$43,309	$9,664	$42,400	$34,000	$52,800
$500,000 - $999,999	12	$41,835	$14,532	$38,560	$32,050	$51,400
$1,000,000 - $2,499,999	28	$46,899	$32,396	$42,000	$28,250	$52,960
$2,500,000 - $4,999,999	14	$41,627	$19,988	$37,820	$26,700	$48,000
$5,000,000 or More	12	$39,732	$22,036	$34,700	$24,550	$49,500

Continued

Annual Billings for Service and Metropolitan Area

	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Nassau/Suffolk Counties (NY)	133	$39,122	$17,766	$35,000	$27,960	$44,750
Under $100,000	4	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	8	$47,205	$20,223	$41,750	$31,068	$58,500
$250,000 - $499,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$500,000 - $999,999	2	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	11	$42,406	$14,042	$40,200	$30,100	$50,000
$2,500,000 - $4,999,999	7	$52,482	$18,190	$50,371	$35,000	$60,000
$5,000,000 or More	9	$37,854	$13,820	$32,400	$27,250	$52,900
Newark/Jersey City (NJ) & Vicinity	293	$42,854	$30,877	$36,000	$30,000	$47,535
Under $100,000	6	$27,983	$15,373	$27,400	$12,500	$38,000
$100,000 - $249,999	12	$41,488	$11,690	$43,000	$31,000	$52,000
$250,000 - $499,999	11	$34,983	$11,567	$33,800	$24,960	$44,000
$500,000 - $999,999	16	$42,958	$15,466	$39,250	$34,190	$57,500
$1,000,000 - $2,499,999	9	$36,999	$14,487	$38,792	$22,750	$49,250
$2,500,000 - $4,999,999	8	$55,925	$41,195	$34,180	$28,060	$74,500
$5,000,000 or More	31	$43,674	$18,312	$39,000	$31,000	$50,000
New Orleans (LA) & Vicinity	227	$39,338	$23,995	$34,150	$27,500	$42,500
Under $100,000	5	$43,240	$12,943	$45,000	$30,500	$55,100
$100,000 - $249,999	11	$44,833	$22,463	$35,000	$30,000	$60,000
$250,000 - $499,999	7	$36,157	$10,500	$34,450	$25,000	$50,000
$500,000 - $999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	18	$40,179	$20,708	$36,560	$28,000	$49,200
$2,500,000 - $4,999,999	9	$32,667	$10,789	$27,500	$23,400	$45,500
$5,000,000 or More	17	$41,417	$24,175	$34,150	$26,100	$46,200
New York City (NY) & Vicinity	433	$43,285	$31,512	$36,000	$28,350	$46,930
Under $100,000	13	$29,258	$12,366	$30,000	$22,650	$36,525
$100,000 - $249,999	14	$46,927	$28,970	$41,500	$25,000	$52,000
$250,000 - $499,999	9	$46,361	$20,608	$45,000	$24,500	$63,550
$500,000 - $999,999	8	$65,728	$39,505	$52,000	$34,460	$90,900
$1,000,000 - $2,499,999	23	$43,398	$23,520	$38,500	$29,800	$44,500
$2,500,000 - $4,999,999	22	$40,476	$16,655	$40,000	$25,792	$45,000
$5,000,000 or More	56	$45,997	$26,150	$37,500	$31,000	$50,839
Philadelphia (PA/NJ) & Vicinity	562	$38,373	$24,762	$33,392	$25,980	$42,000
Under $100,000	22	$34,668	$14,705	$32,500	$23,000	$45,000
$100,000 - $249,999	29	$33,725	$14,319	$28,500	$23,300	$45,548
$250,000 - $499,999	15	$41,493	$13,804	$34,300	$31,000	$53,680
$500,000 - $999,999	26	$38,127	$18,901	$35,680	$24,500	$44,000
$1,000,000 - $2,499,999	26	$35,575	$16,631	$29,180	$24,500	$41,600
$2,500,000 - $4,999,999	22	$49,770	$36,969	$39,250	$32,800	$55,000
$5,000,000 or More	40	$47,938	$40,497	$33,800	$27,540	$55,000
Phoenix (AZ) & Vicinity	128	$38,645	$31,910	$32,500	$25,836	$40,000
Under $100,000	8	$21,288	$8,236	$19,400	$17,000	$23,750
$100,000 - $249,999	8	$33,400	$7,989	$31,000	$28,070	$38,000
$250,000 - $499,999	8	$36,011	$20,495	$32,100	$22,443	$39,500
$500,000 - $999,999	6	$35,940	$12,950	$29,100	$25,840	$47,000
$1,000,000 - $2,499,999	16	$47,580	$27,432	$38,788	$32,850	$51,650
$2,500,000 - $4,999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	6	$45,999	$22,048	$38,650	$32,500	$43,993
Pittsburgh (PA) & Vicinity	383	$38,069	$31,797	$31,500	$24,660	$41,300
Under $100,000	13	$35,324	$15,843	$35,000	$26,000	$36,750
$100,000 - $249,999	16	$35,363	$12,608	$38,625	$24,300	$43,000
$250,000 - $499,999	5	$34,285	$10,003	$33,000	$23,963	$45,250
$500,000 - $999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	17	$34,736	$15,547	$31,500	$23,000	$45,400
$2,500,000 - $4,999,999	9	$40,893	$14,418	$44,800	$24,620	$55,000
$5,000,000 or More	40	$35,587	$29,862	$28,540	$22,750	$38,550
St. Louis (MO) & Vicinity	364	$41,000	$32,380	$32,057	$26,130	$41,570
Under $100,000	5	$25,860	$5,630	$25,000	$20,000	$32,150
$100,000 - $249,999	9	$38,156	$9,373	$36,700	$28,350	$48,750
$250,000 - $499,999	9	$35,148	$15,594	$32,500	$23,790	$39,750
$500,000 - $999,999	27	$47,166	$35,773	$37,000	$28,000	$59,775
$1,000,000 - $2,499,999	18	$46,856	$22,609	$40,400	$28,496	$60,000
$2,500,000 - $4,999,999	11	$52,175	$56,459	$29,250	$22,600	$52,370
$5,000,000 or More	32	$39,130	$18,977	$35,500	$25,000	$42,770
San Antonio (TX) & Vicinity	176	$38,354	$27,479	$30,745	$25,984	$39,750
Under $100,000	11	$26,925	$9,775	$28,000	$18,450	$36,000
$100,000 - $249,999	8	$31,188	$14,031	$32,000	$16,750	$45,000
$250,000 - $499,999	18	$34,426	$13,890	$33,450	$21,250	$44,000
$500,000 - $999,999	11	$50,540	$39,681	$34,900	$25,000	$78,800
$1,000,000 - $2,499,999	8	$71,047	$44,604	$63,000	$30,350	$107,300
$2,500,000 - $4,999,999	3	- - - -	- - - -	- - - -	- - - -	- - - -
$5,000,000 or More	4	- - - -	- - - -	- - - -	- - - -	- - - -
San Francisco/Oakland (CA) & Vicinity	402	$41,285	$30,149	$34,900	$28,350	$44,280
Under $100,000	17	$41,913	$16,252	$41,200	$27,450	$50,000
$100,000 - $249,999	13	$49,596	$24,755	$40,000	$33,000	$57,500
$250,000 - $499,999	19	$39,942	$13,348	$36,000	$28,000	$51,880
$500,000 - $999,999	19	$54,481	$36,615	$46,800	$31,200	$62,000
$1,000,000 - $2,499,999	14	$55,082	$25,797	$51,190	$31,100	$66,040
$2,500,000 - $4,999,999	16	$55,859	$22,918	$55,000	$36,900	$71,724
$5,000,000 or More	39	$52,887	$64,795	$37,878	$28,860	$43,000
Seattle (WA) & Vicinity	218	$34,063	$12,865	$31,294	$26,000	$38,988
Under $100,000	3	- - - -	- - - -	- - - -	- - - -	- - - -
$100,000 - $249,999	7	$41,759	$17,008	$36,012	$32,000	$66,000
$250,000 - $499,999	8	$41,582	$10,384	$40,748	$34,000	$48,032
$500,000 - $999,999	4	- - - -	- - - -	- - - -	- - - -	- - - -
$1,000,000 - $2,499,999	11	$41,623	$20,179	$35,000	$27,600	$48,000
$2,500,000 - $4,999,999	7	$32,920	$10,731	$30,000	$21,400	$46,000
$5,000,000 or More	25	$37,830	$17,485	$32,150	$26,100	$42,380
Washington (DC/MD/VA) & Vicinity	549	$41,871	$42,070	$37,000	$29,938	$47,500
Under $100,000	11	$36,955	$9,682	$35,500	$25,000	$46,000
$100,000 - $249,999	9	$37,673	$9,821	$40,000	$27,000	$46,000
$250,000 - $499,999	12	$41,575	$12,853	$37,000	$31,388	$48,500
$500,000 - $999,999	25	$50,857	$31,810	$40,000	$30,190	$60,000
$1,000,000 - $2,499,999	32	$43,277	$32,796	$32,828	$25,186	$49,250
$2,500,000 - $4,999,999	20	$83,646	$195,204	$32,800	$26,050	$51,500
$5,000,000 or More	68	$37,871	$13,967	$33,479	$29,100	$43,956

Industry or Service of Employer & Major Branch of Engineering	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Aerospace & Aircraft Products	366	$31,767	$10,071	$30,349	$25,000	$36,108
Aeronautical & Aerospace	138	$34,091	$11,322	$32,477	$26,900	$38,330
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	2	- - - -	- - - -	- - - -	- - - -	- - - -
Civil	8	$27,763	$7,608	$28,950	$25,600	$33,500
Electrical & Electronic	91	$31,313	$8,417	$30,216	$25,068	$36,600
Industrial	14	$32,175	$8,184	$34,650	$26,724	$37,336
Mechanical	89	$28,409	$6,972	$28,500	$22,913	$32,070
Metallurgical & Materials	9	$34,757	$16,311	$35,200	$21,270	$36,798
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical, Pharmaceutical & Allied Products	523	$40,452	$27,686	$35,000	$27,600	$44,000
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	194	$44,010	$39,479	$35,908	$28,680	$48,553
Civil	46	$39,535	$12,405	$37,632	$31,200	$45,000
Electrical & Electronic	42	$36,711	$15,043	$32,236	$26,100	$41,368
Industrial	21	$48,594	$23,217	$41,885	$31,550	$58,950
Mechanical	173	$36,988	$17,908	$32,880	$26,230	$40,345
Metallurgical & Materials	2	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	3	- - - -	- - - -	- - - -	- - - -	- - - -
Electrical & Electronic Equipment	774	$35,730	$22,762	$31,733	$25,600	$39,700
Aeronautical & Aerospace	4	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	8	$35,846	$9,879	$33,423	$30,310	$41,250
Civil	21	$33,284	$22,061	$27,000	$23,200	$37,875
Electrical & Electronic	493	$37,217	$26,622	$32,220	$26,000	$40,235
Industrial	42	$35,383	$16,124	$30,912	$25,000	$39,750
Mechanical	147	$30,781	$9,487	$29,100	$24,440	$35,950
Metallurgical & Materials	3	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	12	$41,020	$12,002	$38,005	$33,900	$50,670
Petroleum & Mining	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	1	- - - -	- - - -	- - - -	- - - -	- - - -
Fabricated Metal Products	602	$40,215	$29,730	$32,000	$25,500	$43,500
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	10	$41,328	$24,349	$30,875	$26,000	$53,000
Chemical	19	$54,753	$53,660	$40,000	$27,096	$50,000
Civil	153	$36,119	$19,556	$30,708	$24,934	$40,000
Electrical & Electronic	15	$46,136	$35,462	$32,000	$24,000	$53,000
Industrial	41	$34,991	$20,782	$29,025	$20,640	$39,267
Mechanical	271	$41,386	$34,099	$31,800	$26,000	$45,000
Metallurgical & Materials	19	$36,496	$22,299	$28,800	$20,800	$40,000
Nuclear	4	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	6	$44,380	$19,757	$36,500	$29,400	$60,000
Sanitary	4	- - - -	- - - -	- - - -	- - - -	- - - -
Food & Kindred Products	174	$38,754	$34,150	$31,560	$26,500	$42,300
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	10	$26,650	$6,317	$25,200	$22,000	$28,000
Chemical	24	$38,427	$19,535	$30,000	$24,800	$46,150
Civil	17	$35,698	$15,494	$30,250	$27,407	$40,125
Electrical & Electronic	21	$50,283	$86,179	$30,000	$26,463	$33,955
Industrial	9	$43,407	$25,092	$33,200	$20,700	$66,000
Mechanical	69	$37,957	$15,916	$33,200	$27,218	$45,000
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	5	$28,276	$4,375	$26,000	$24,730	$32,960
Machinery	411	$39,752	$32,973	$31,900	$25,500	$42,100
Aeronautical & Aerospace	3	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	19	$33,560	$15,777	$27,000	$22,282	$40,000
Chemical	13	$32,368	$7,922	$31,250	$26,250	$38,100
Civil	13	$43,022	$26,372	$33,000	$26,925	$44,600
Electrical & Electronic	21	$31,767	$8,758	$28,752	$24,650	$35,127
Industrial	24	$37,718	$33,688	$28,000	$24,300	$33,000
Mechanical	284	$41,498	$37,113	$32,750	$25,799	$42,400
Metallurgical & Materials	4	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	2	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	6	$48,333	$17,375	$48,000	$30,000	$56,000
Petroleum & Coal Products	539	$44,180	$37,785	$36,300	$27,600	$48,200
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	66	$42,473	$24,439	$37,627	$28,332	$49,860
Civil	71	$34,680	$12,192	$33,720	$24,300	$40,000
Electrical & Electronic	37	$46,432	$67,156	$32,240	$26,400	$43,550
Industrial	12	$28,700	$11,033	$25,310	$20,600	$33,250
Mechanical	84	$40,022	$19,590	$33,909	$26,450	$47,850
Metallurgical & Materials	2	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	230	$49,862	$45,650	$39,400	$31,000	$52,500
Sanitary	1	- - - -	- - - -	- - - -	- - - -	- - - -
Primary Metal Industries	229	$36,183	$19,723	$31,500	$26,154	$40,000
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	13	$48,789	$40,938	$36,000	$21,662	$60,472
Civil	33	$35,330	$20,720	$31,500	$24,650	$40,000
Electrical & Electronic	29	$35,724	$19,443	$29,874	$23,050	$34,662
Industrial	16	$37,469	$18,121	$33,456	$29,964	$37,864
Mechanical	74	$35,088	$15,954	$31,290	$27,000	$39,500
Metallurgical & Materials	27	$30,233	$8,373	$28,037	$23,780	$34,400
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	12	$40,912	$27,602	$34,522	$28,200	$45,000
Sanitary	2	- - - -	- - - -	- - - -	- - - -	- - - -

Continued

Industry or Service of Employer & Major Branch of Engineering	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Rubber & Plastic Products	123	$32,991	$13,207	$30,240	$25,440	$36,500
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	27	$32,344	$15,436	$26,000	$22,000	$38,100
Civil	4	- - - -	- - - -	- - - -	- - - -	- - - -
Electrical & Electronic	12	$29,375	$6,167	$29,037	$25,380	$32,570
Industrial	9	$43,714	$30,265	$26,000	$24,564	$58,750
Mechanical	59	$31,799	$7,181	$30,720	$27,500	$35,000
Metallurgical & Materials	1	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	2	- - - -	- - - -	- - - -	- - - -	- - - -
Stone, Clay & Glass Products	169	$38,952	$22,092	$33,400	$25,620	$44,114
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	11	$41,403	$19,392	$36,000	$25,200	$46,122
Civil	59	$39,513	$21,378	$35,000	$25,500	$46,000
Electrical & Electronic	12	$33,047	$7,568	$30,575	$28,554	$34,812
Industrial	14	$42,085	$29,937	$34,100	$28,500	$40,700
Mechanical	40	$40,441	$27,572	$33,243	$21,765	$44,406
Metallurgical & Materials	3	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	3	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	1	- - - -	- - - -	- - - -	- - - -	- - - -
Transportation Equipment	264	$34,089	$17,791	$30,263	$25,572	$36,000
Aeronautical & Aerospace	2	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	10	$31,245	$7,986	$28,204	$27,200	$36,501
Chemical	2	- - - -	- - - -	- - - -	- - - -	- - - -
Civil	14	$32,854	$11,419	$31,348	$27,000	$34,000
Electrical & Electronic	24	$30,029	$12,491	$27,648	$22,550	$31,436
Industrial	19	$30,947	$7,823	$30,200	$23,880	$35,000
Mechanical	154	$33,589	$15,966	$30,000	$25,400	$36,000
Metallurgical & Materials	2	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	0	- - - -	- - - -	- - - -	- - - -	- - - -
Other Manufacturing/Extractive	932	$37,028	$23,976	$31,500	$25,176	$40,000
Aeronautical & Aerospace	2	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	6	$26,828	$10,805	$28,635	$16,400	$32,000
Chemical	55	$37,788	$27,695	$29,220	$22,620	$36,920
Civil	159	$35,624	$18,768	$31,000	$24,500	$40,000
Electrical & Electronic	123	$34,327	$17,328	$31,000	$25,500	$37,075
Industrial	58	$36,593	$20,530	$31,010	$24,500	$40,410
Mechanical	326	$37,357	$29,552	$30,922	$25,500	$39,000
Metallurgical & Materials	13	$27,699	$8,205	$27,852	$20,500	$33,025
Nuclear	10	$34,968	$8,614	$33,865	$30,390	$36,500
Petroleum & Mining	23	$40,213	$15,415	$36,000	$30,000	$53,600
Sanitary	9	$34,764	$12,263	$37,180	$22,070	$46,750
Colleges & Universities	653	$33,610	$10,596	$32,701	$25,879	$40,000
Aeronautical & Aerospace	13	$35,494	$7,843	$34,830	$27,814	$43,780
Agricultural	43	$32,985	$9,635	$32,800	$25,000	$39,000
Chemical	40	$39,284	$17,274	$38,200	$29,500	$46,451
Civil	202	$33,456	$9,634	$33,000	$26,000	$39,500
Electrical & Electronic	122	$32,572	$9,961	$32,000	$24,400	$39,000
Industrial	28	$33,349	$10,913	$33,850	$23,500	$40,260
Mechanical	108	$31,541	$8,623	$30,200	$25,385	$38,000
Metallurgical & Materials	11	$36,6[illegible]9	$15,935	$28,000	$23,000	$47,800
Nuclear	12	$35,075	$10,381	$35,400	$28,900	$39,995
Petroleum & Mining	11	$32,226	$10,387	$29,000	$27,100	$37,450
Sanitary	14	$36,295	$8,972	$34,193	$29,600	$44,750
Communication Services	217	$39,770	$20,567	$34,000	$28,524	$44,850
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	0	- - - -	- - - -	- - - -	- - - -	- - - -
Civil	11	$35,776	$12,458	$32,900	$24,960	$40,000
Electrical & Electronic	132	$40,197	$15,664	$36,250	$28,452	$48,193
Industrial	20	$32,041	$9,305	$30,280	$28,185	$32,500
Mechanical	11	$35,490	$9,155	$33,700	$29,500	$40,779
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	0	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	0	- - - -	- - - -	- - - -	- - - -	- - - -
Construction & Real Estate Development	1,129	$47,255	$42,081	$37,400	$27,775	$52,000
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	7	$41,832	$19,636	$42,000	$28,400	$51,800
Chemical	21	$42,288	$20,951	$36,000	$27,820	$45,500
Civil	641	$46,770	$48,632	$36,000	$26,000	$52,000
Electrical & Electronic	106	$45,147	$31,344	$36,100	$28,600	$46,000
Industrial	10	$56,110	$45,308	$38,750	$32,000	$49,500
Mechanical	190	$49,299	$27,969	$40,900	$30,100	$60,000
Metallurgical & Materials	2	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	2	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	10	$46,422	$20,894	$39,115	$32,000	$44,350
Sanitary	10	$40,352	$16,022	$34,710	$28,500	$47,100
Consultants	5,698	$40,771	$33,003	$33,065	$25,050	$46,000
Aeronautical & Aerospace	7	$40,167	$17,631	$39,700	$25,220	$43,000
Agricultural	15	$29,327	$11,244	$22,000	$20,703	$41,700
Chemical	93	$44,891	$29,383	$38,100	$28,650	$46,600
Civil	3,044	$39,594	$29,523	$32,000	$24,500	$45,000
Electrical & Electronic	564	$39,536	$26,230	$33,544	$26,400	$45,000
Industrial	41	$38,401	$14,999	$35,281	$28,040	$42,000
Mechanical	816	$42,849	$36,099	$35,000	$27,300	$47,650
Metallurgical & Materials	12	$36,585	$16,593	$30,125	$22,350	$54,500
Nuclear	26	$49,510	$20,162	$45,422	$33,500	$59,575
Petroleum & Mining	49	$61,964	$73,730	$45,000	$30,300	$62,750
Sanitary	539	$41,633	$49,895	$32,000	$24,700	$44,500

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Industry or Service of Employer & Major Branch of Engineering	Number	Mean	Standard Deviation	Median	First Quartile	Third Quartile
Engineering Services	671	$39,477	$27,331	$33,500	$25,620	$43,000
Aeronautical & Aerospace	8	$33,497	$16,769	$26,250	$23,208	$39,780
Agricultural	2	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	37	$48,106	$34,580	$37,408	$31,000	$55,000
Civil	268	$36,678	$26,215	$31,528	$24,238	$42,550
Electrical & Electronic	59	$34,616	$12,286	$32,000	$26,400	$37,040
Industrial	11	$41,362	$12,457	$41,600	$29,160	$52,000
Mechanical	143	$40,925	$30,657	$33,500	$27,800	$42,200
Metallurgical & Materials	6	$39,625	$29,305	$30,750	$19,517	$39,000
Nuclear	15	$32,781	$10,194	$34,300	$22,615	$39,000
Petroleum & Mining	26	$69,542	$42,100	$57,200	$37,385	$92,000
Sanitary	24	$38,349	$26,345	$32,884	$23,770	$41,000
Government -- Federal & Armed Forces	1,167	$34,895	$40,560	$31,500	$26,167	$37,211
Aeronautical & Aerospace	42	$42,045	$35,228	$37,104	$33,291	$43,000
Agricultural	37	$25,928	$6,396	$25,000	$20,722	$30,109
Chemical	20	$33,871	$7,657	$33,395	$30,177	$36,604
Civil	497	$37,166	$60,348	$31,115	$26,167	$36,294
Electrical & Electronic	181	$32,469	$9,355	$30,464	$25,910	$36,933
Industrial	34	$31,834	$7,455	$31,791	$26,400	$36,000
Mechanical	144	$32,238	$8,712	$31,417	$26,000	$36,228
Metallurgical & Materials	4	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	17	$37,272	$9,655	$38,134	$28,354	$42,985
Petroleum & Mining	13	$32,467	$5,743	$32,000	$27,761	$35,570
Sanitary	35	$30,263	$8,873	$30,000	$22,672	$36,217
Government -- State	861	$28,716	$22,221	$27,468	$23,370	$31,954
Aeronautical & Aerospace	1	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	8	$23,333	$6,315	$20,236	$19,218	$27,630
Chemical	9	$25,921	$4,358	$24,840	$22,402	$29,105
Civil	632	$28,833	$25,598	$27,311	$23,190	$31,800
Electrical & Electronic	28	$28,980	$6,290	$27,891	$24,573	$33,058
Industrial	2	- - - -	- - - -	- - - -	- - - -	- - - -
Mechanical	31	$27,176	$6,449	$25,920	$21,840	$31,000
Metallurgical & Materials	2	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	2	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	4	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	71	$28,502	$7,235	$28,464	$23,203	$33,000
Government -- Local	1,059	$28,571	$7,726	$27,540	$23,704	$32,444
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	7	$26,528	$5,492	$24,286	$20,750	$33,500
Civil	857	$28,504	$7,726	$27,500	$23,720	$32,422
Electrical & Electronic	20	$27,559	$4,071	$27,400	$24,863	$30,504
Industrial	4	- - - -	- - - -	- - - -	- - - -	- - - -
Mechanical	[illegible]2	$28,998	$7,186	$27,896	$24,000	$32,000
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	84	$30,026	$8,491	$29,875	$24,038	$34,490
Research Organizations & Laboratories	214	$34,036	$14,111	$32,100	$26,880	$37,000
Aeronautical & Aerospace	11	$42,453	$17,326	$38,320	$31,600	$50,110
Agricultural	1	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	15	$41,098	$18,072	$34,200	$30,420	$38,280
Civil	26	$33,455	$10,944	$31,100	$26,000	$37,100
Electrical & Electronic	47	$30,789	$9,517	$28,720	$25,600	$34,210
Industrial	4	- - - -	- - - -	- - - -	- - - -	- - - -
Mechanical	64	$31,658	$6,917	$32,650	$26,224	$35,778
Metallurgical & Materials	6	$36,144	$15,461	$34,182	$30,600	$36,000
Nuclear	15	$33,098	$8,501	$31,560	$24,000	$39,500
Petroleum & Mining	1	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	2	- - - -	- - - -	- - - -	- - - -	- - - -
Transportation Services	126	$36,954	$30,447	$30,628	$25,005	$39,000
Aeronautical & Aerospace	1	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	1	- - - -	- - - -	- - - -	- - - -	- - - -
Civil	75	$37,724	$35,132	$30,000	$25,000	$38,820
Electrical & Electronic	16	$34,342	$9,376	$30,178	$28,350	$44,000
Industrial	5	$34,391	$13,304	$37,520	$19,280	$47,938
Mechanical	9	$33,392	$7,675	$34,000	$25,920	$38,650
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	1	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	2	- - - -	- - - -	- - - -	- - - -	- - - -
Sanitary	0	- - - -	- - - -	- - - -	- - - -	- - - -
Utilities -- Electric	1,274	$32,459	$17,155	$30,000	$24,545	$36,100
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	8	$32,187	$8,577	$31,404	$26,995	$39,500
Chemical	13	$30,030	$6,560	$30,528	$23,400	$34,892
Civil	101	$29,500	$8,160	$27,857	$22,950	$35,160
Electrical & Electronic	819	$32,047	$11,292	$30,300	$25,000	$36,036
Industrial	27	$30,085	$8,155	$29,000	$24,500	$36,000
Mechanical	173	$33,651	$30,883	$28,680	$23,032	$36,000
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	50	$32,616	$9,392	$32,500	$23,280	$39,500
Petroleum & Mining	5	$33,159	$10,010	$35,000	$22,897	$42,500
Sanitary	1	- - - -	- - - -	- - - -	- - - -	- - - -
Utilities -- Gas & Pipelines	247	$36,500	$16,984	$33,000	$25,032	$42,000
Aeronautical & Aerospace	0	- - - -	- - - -	- - - -	- - - -	- - - -
Agricultural	0	- - - -	- - - -	- - - -	- - - -	- - - -
Chemical	8	$52,694	$37,257	$34,000	$29,133	$63,600
Civil	47	$33,070	$13,190	$31,200	$24,500	$37,956
Electrical & Electronic	16	$31,082	$7,645	$30,050	$25,438	$36,000
Industrial	15	$32,809	$13,273	$27,120	$21,980	$37,300
Mechanical	79	$35,540	$18,180	$31,600	$24,263	$40,000
Metallurgical & Materials	0	- - - -	- - - -	- - - -	- - - -	- - - -
Nuclear	0	- - - -	- - - -	- - - -	- - - -	- - - -
Petroleum & Mining	36	$41,636	$16,474	$36,268	$30,300	$51,500
Sanitary	1	- - - -	- - - -	- - - -	- - - -	- - - -